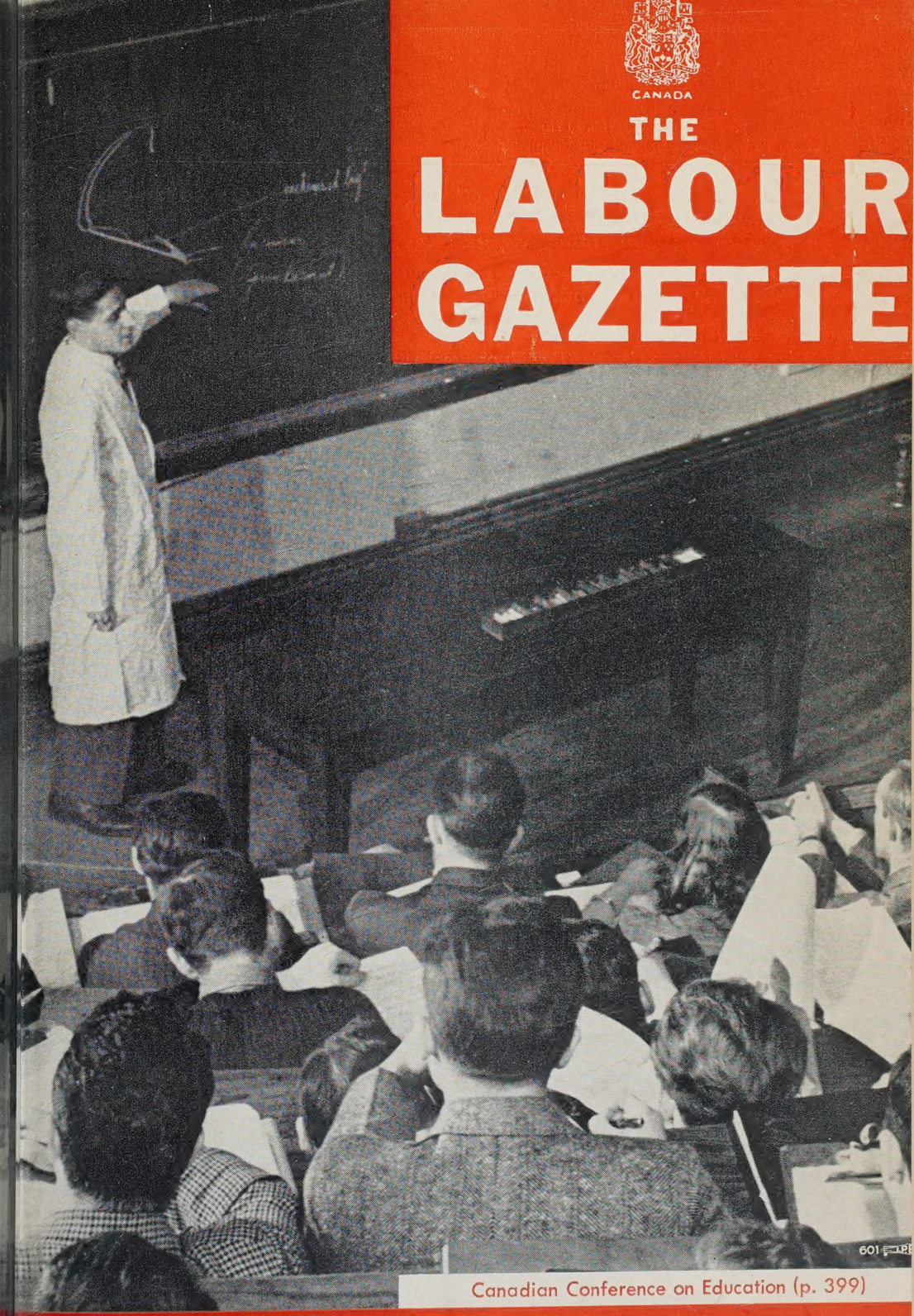

CANADA

THE LABOUR GAZETTE

Canadian Conference on Education (p. 399)

Published Monthly by the
DEPARTMENT OF LABOUR
CANADA

Vol. LXII No. 4
APRIL 30, 1962

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(Continued on page three of cover)

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister — George V. Haythorne, Deputy Minister

Published Monthly in English and French

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55506-0—1

Preparation of Girls for Employment

A consultative group on the role of the Women's Bureau in relation to the preparation of girls and women for participation in the labour force was convened by the Department of Labour last month.

Some forty persons with special competence in vocational counselling and training, and in job placement, participated. Most of them were associated with national organizations, e.g., Canadian Federation of Business and Professional Women, Catholic Women's League of Canada, National Council of Women, Canadian Home and School and Parent-Teacher Federation. In addition to officials of the Department of Labour, representatives of several government departments attended.

The meeting's program was designed to explore some of the more common problems that arise in relation to women's employment, from the point of view of their employers, of the employee organizations to which they belong, and of the women themselves; and to explore the emphases needed in the vocational counselling and training of girls and women, with special attention to the role of the agencies and organizations concerned with these problems.

Miss Marion V. Royce, Director of the Women's Bureau, was chairman.

The Deputy Minister of Labour, Dr. George V. Haythorne, welcoming the participants, stressed the importance of human relations in the work of the Department. He explained that questions of education and training for participation in the labour force had to be tackled on a joint basis in order to determine the appropriate way of dealing with them in the various groups and organizations concerned.

Three employer representatives and three employee representatives from fields of work in which women engage gave brief talks, speaking about numbers of female employees in their organizations, the types of work they engaged in, their age groups, the educational and training requirements for employment, the main sources from which they were drawn, and their strengths and weaknesses. They also told how the employee was received into the organization and how introduced to the employee organization.

The speakers were: Miss Frances M. Richards, Assistant Personnel Officer, Sun Life Assurance Company of Canada; Miss Iona Samis, Administrative Assistant, United Packinghouse Workers of America, Toronto; Miss Jeanne Duval, Vice-President, Confederation of National Trade Unions; Ben Gingras, customer service, Simpsons-Sears Limited, Ottawa; Dr. Floyd G. Robinson, Director of Research, Canadian Teachers' Federation; and F. L. W. McKim, Assistant Director, Administrative Services, National Research Council, Ottawa.

Their talks were preceded by a brief analysis of the behaviour patterns of women in the working world by a psychologist, Dr. Grace Maynard, a personnel administrator with the Department of National Health and Welfare. She presented a few generalizations that have become stereotypes: most young women are not career-oriented; their work interest tends to be submerged by their preoccupation with marriage.

Later, she said, roughly at about age 35, they tend to become more identified with the work situation, show interest in advancement, and, now being recognized as competitors, may feel the brunt of a certain discrimination.

The remarks of the members of the symposium bore out Dr. Maynard's statements.

Miss Richards described the female clerical employees in her company: general clerical, office machine operators, and stenographers. Of these, 45 per cent are under the age of 20; three-quarters have less than five years of service, and 14 per cent more than 24 years.

For about 75 per cent of the jobs in the company, high school graduation is preferred. Junior jobs are filled by girls with two or three years of high school. A few university graduates are placed each year in special areas of work.

Because her company had installed an electronic data processing unit, Miss Richards foresaw a need for fewer girls for routine work; girls seeking employment there in future would need a better academic background.

Mr. Gingras said his company had been hiring married women from the immediate neighborhood of the store as sales girls because of their availability and the fact that it was difficult for them to go long distances to work.

Miss Samis reported that one fifth of the UPWA membership was female. These women are engaged in packaging and canning, mainly on routine and fairly simple tasks. Technological improvements will probably mean a reduction in the number of such jobs. The average age of women in the industry was now between 30 and 40.

(*Continued on page 420*)

50 Years Ago This Month

"At the present time, no economic question is touching the lives of the people more vitally than the high cost of living," says Minister of Labour—in 1912. On April 1 Grand Trunk Railway cancels wage increases in effect from January 1

"At the present moment no economic question is touching the lives of the people more vitally and in a more comprehensive way than the high cost of living," Hon. T. W. Crothers, Minister of Labour, said in the House of Commons in March 1912. He made the statement when tabling a special report issued by the Department of Labour on the course of wholesale prices in Canada during the previous year.

According to the account published in the LABOUR GAZETTE of April 1912, the Minister recalled "the widespread agitation which swept over this country and the United States about three years ago, when prices after a steady rise for more than 10 years reached what was then regarded as an unprecedentedly high level." This upward movement, he said, had been checked by the financial panic of the fall of 1907, and there had been a breathing spell in 1908 and 1909. "In 1910, however, the progress upward began again almost as rapidly as ever," and during the second half of 1911 it had increased in rapidity.

"Last year," the Minister continued, "wholesale prices went up approximately 3 per cent, and retail prices approximately 5 per cent, over those of 1910; while, compared with 12 or 15 years ago, the rise has been over 40 per cent."

He went on to point out that this question of high prices was "not Canadian in any sense, but is world-wide." He said that a movement was then on foot, in which the President of the United States had taken the lead, to establish an international commission to inquire into the causes of the rise and steps to be taken to deal with it.

At that time, the Department of Labour's statistics of prices dealt mainly with wholesale prices, as being the easiest to collect, but the GAZETTE said that the Department was planning "to treat the subject of retail prices ultimately in much the same method as wholesale."

* * *

Rates of pay for trainmen and yardmen employed by the Grand Trunk Railway Company, including the rates for 1909 and 1911, were given in a circular issued by the company in March 1912, which was published in the LABOUR GAZETTE. The rates for 1911 showed a substantial increase over those for the earlier year.

For conductors in passenger service, the 1909 rates varied from $70 to $120.87, depending on the "run," and in 1911 the range was from $100 to $135. For baggagemen in passenger service, the rates ranged from $50 to $86.10 in 1909 and from $60 to $90 in 1911. For brakemen in the same service, the rates ranged from $47 to $83.10 in 1909, and from $55 to $85 in 1911.

The schedule also gave the rates that had become effective on January 1, 1912. The company, however, issued a statement to the following effect: "The rates of pay for 1912 to trainmen in the schedule referred to, as applied to branch lines and other light runs, have resulted in such abnormal increases in certain directions, taking into consideration the duties and responsibilities involved as compared with other and heavier runs, that it is felt an injustice, to other employees and to the Company as well, would be created by the continuance of these conditions."

The company therefore decided to cancel the new rates and revert to the rates that had been in effect in 1911. The agreement then in effect contained this clause: "The Company reserves the right to change these rates and regulations upon giving thirty days notice to do so."

The cancelled rates marked a very large increase over the 1911 rates. The rates for conductors in passenger service, for example, ranged from $125 to $183.31, compared with a $135 maximum under the 1911 schedule; for mixed service, the 1912 conductor's rate for one run was $188.76, compared with $100 in 1911.

A settlement reached between the Grand Trunk and its trainmen after a strike during the summer of 1910 (L.G. 1960, p. 798) brought into effect on January 1, 1912 the "standard" agreement for trainmen employed by railway companies east of the Great Lakes in Canada and the U.S.

Under this settlement the GTR had put into effect from the beginning of 1912 the same rates as those paid by the CPR east of Fort William. But in March 1912, exercising the right conferred by the clause quoted above, the company announced its intention of cancelling on April 1 the rates that had come into effect on January 1.

55506-0—1½

Duke of Edinburgh's Conference Opens May 13 in Montreal

H.R.H. The Duke of Edinburgh's Second Commonwealth Study Conference will open May 13 in Montreal and end June 6 in Vancouver.

The theme of the Conference—the human consequences of the changing industrial environment—will be an extension of that of the 1956 Conference held at Oxford, England. Prince Philip, who presided over the 1956 event, will fill the same role this year.

The Conference will be attended by 300 representatives of more than 30 Commonwealth countries and areas. Canada will have about 70 members. The Conference has neither a government nor political character.

The 29 Canadians who attended the 1956 Conference put the idea of the second conference to Prince Philip, who met with a provisional committee during the Royal Tour of Canada in 1959.

CLC Committee Produces Plan To Settle Dispute over Loggers

The special committee set up by the Canadian Labour Congress to investigate the dispute over Newfoundland loggers between the International Woodworkers of America and the Brotherhood of Carpenters (L.G., Feb., p. 122) last month produced a proposal for settlement. The proposal was accepted immediately by the IWA but has not yet drawn any response from the Carpenters.

A letter outlining the proposal was sent to both unions over the signature of Frank Hall, chairman of the special committee.

Under the committee's proposal, the CLC would issue a charter to provide a means for the loggers to become members of a union directly under the control of the Congress. The IWA and the Carpenters would undertake to refrain from organizing activity among the Newfoundland loggers for a period of one year. At the end of that time, the CLC would assist both the IWA and the Carpenters in approaching the loggers to seek membership and would, with the two unions, establish a method for the loggers to determine by which organization they wished to be represented.

As part of the proposal, the CLC would undertake extensive organizing during the year, and both unions would urge their present members to join the new CLC union and would make every effort to obtain improvements in wages and working conditions.

Labour-Management Committees Meet in Second Conference

The second Labour-Management Committee Conference sponsored by the federal Department of Labour was held March 8 at Cornwall, Ont. Many "excellent suggestions" on government aid in good labour-management relations resulted, stated Gordon G. Cushing, Assistant Deputy Minister of Labour.

Panel discussions dealt with the role of management and labour in organizing labour-management activities and government contributions in fostering such co-operation.

Mr. Cushing also emphasized the challenge facing Canada through world technical progress, with its attendant social and moral responsibilities. Increased productivity and accelerated export programs called for closer co-operation between labour and management, he declared.

About 100 union and management representatives attended the one-day Cornwall conference. The first conference in this series was held on February 1 and 2 in Winnipeg (L.G., March, p. 304).

The National Productivity Council held its first labour-management seminar at Queen's University, Kingston, Ont., on March 15 and 16.

According to Council Chairman H. George DeYoung, the purpose of the seminar was to provide a forum where labour and management representatives "can sit down together and take a frank look" at the problems of working together to make Canada grow.

CLC Committee to Organize White Collar Workers

A special conference of leaders of unions with an interest in the white collar field, convened by the Canadian Labour Congress, has set up a five-man steering committee. This act is a prelude to an intensive drive to organize white collar workers in Canada.

Appointed to the steering committee were: Michael Rygus, Canadian Vice-President of the International Association of Machinists; Burris Ormsby, Co-Director of the "white collar" department of the United Steelworkers of America; William Lowe, Canadian representative of the Office Employees' International Union; and David Wade, Vice-President of the Retail Clerks' International

Association. The fifth member is William Dodge, Executive Vice-President of the CLC.

Shorter Work Week a 'Must' George Meany Now Says

"If we continue to produce more and more with fewer and fewer people, we must reduce the work hours of American workers without reducing their earnings," AFL-CIO President George Meany recently told delegates to the eighth annual legislative conference of the federation's Building and Construction Trades Department.

Mr. Meany declared himself in favour of a shorter work week as a means of curing unemployment, but he did not state how much shorter he thought the work week should be. He said that the reduction in hours, without reduction in pay, should be such as was required "to assure employment to every American wanting work," adding, "if this means 35, 34, 33 or 30 hours a week or less, so be it."

Mr. Meany's demand for shorter hours is directly contrary to repeated policy statements on the same subject by President Kennedy, who has on a number of occasions declared his support for the retention of the 40-hour week. Reducing the work week would not add to economic growth but would add to production and consumer costs and would prove self-defeating, besides adding to United States international balance of payments difficulties, he said.

Fourth-Quarter Drop in Numbers Receiving Welfare Payments

The numbers of persons receiving old age assistance, blind persons allowances and disabled persons allowances all decreased in the fourth quarter of 1961.

The number of persons receiving old age assistance decreased from 99,964 at September 30, 1961 to 99,651 at the end of the quarter, December 31, 1961.

The federal Government's contributions under the federal-provincial scheme totalled $7,651,859.03 for the quarter, compared with $7,673,969.11 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $243,038,-932.37.

At December 31, 1961, the average monthly assistance in the provinces ranged from $48.58 to $52.72. In all provinces the maximum assistance paid was $55 a month.

Blind Persons Allowances—The number of blind persons receiving allowances under the Blind Persons Act decreased from 8,567 at September 30 to 8,562 at December 31, 1961.

The federal Government's contributions under the federal-provincial scheme totalled $1,019,045.52 for the quarter, compared with $1,018,431.07 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $34,-616,203.49.

At December 31, 1961, the average monthly allowance in the provinces ranged from $49.37 to $54.35. In all provinces the maximum allowance paid was $55 a month.

Disabled Persons Allowances—The number of persons receiving allowances under the Disabled Persons Act decreased from 50,217 at September 30 to 50,045 at December 31, 1961.

The federal Government's contributions under the federal-provincial scheme totalled $4,042,658.38 for the quarter, compared with $4,069,584.58 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $84,306,885.03.

At December 31, 1961, the average monthly allowance in the provinces ranged from $52.80 to $54.58. In all provinces the maximum allowance paid was $55 a month.

CCA Presents Pre-Budget Brief, Asks Income Tax Act Amendment

The Canadian Construction Association presented to Hon. Donald Fleming, Minister of Finance, a brief containing resolutions adopted at the Association's 1962 annual meeting that pertain to the Government's taxation and expenditure policies. The brief was presented on March 6 for consideration in connection with the Government's budget proposals.

It recommended that complete write-off of capital equipment in industrial plants be permitted in any five years during the initial eight-year period and that the capital cost allowance rate for contractors' plant be increased to 50 per cent.

It urged amendments of the Income Tax Act to give legal status to the completed contract method of reporting income on lump sum contracts of less than two years' duration, and extension of federal sales tax exemptions to include all construction materials and equipment.

Commending the winter works program, the brief recommended that federal grants be made also to builders installing municipal services, among additional recommendations.

UIC's First Executive Director, Dr. Allon Peebles Dies in Ottawa

Dr. Allon Peebles, first Executive Director of the Unemployment Insurance Commission and later Director of the Research and Statistics Branch of the Department of Labour, died on March 13 at the age of 61.

After teaching economics at the University of California and at Columbia, where he obtained his Ph.D., Dr. Peebles was instrumental in framing a Health Insurance Act in British Columbia from 1935 to 1941. Though never put into force, the Act was a preliminary to the setting up of the present B.C. hospital service.

In 1941, Dr. Peebles came to Ottawa to take up his post with the Unemployment Insurance Commission. Two years later he became Director of the Research and Statistics Branch. In 1947 he retired to engage in a private business enterprise (L.G., 1947, p. 1411).

Entering the Civil Service again in 1949, he was economist to the Dominion Forester until 1954, when he retired.

In Parliament Last Month

(*page numbers refer to Hansard*)

The Minister of Veterans Affairs announced that the Government had approved a policy that would permit recipients of war veterans allowance who are also eligible for an old age security pension to receive $10 a month of the latter pension ($20 if his spouse is also getting the pension) as exempt income for the purposes of the War Veterans Allowance Act (p. 1460).

During the debate on supplementary estimates for the Department of Labour, the Minister of Labour gave the estimated capital expenditures on new technical and vocational training facilities by provinces on projects approved up to February 23, the federal Government's share of which amounts to $179,200,000 (p. 1779).

"Technical schools are now being built in places in Canada where there is no real need for them, yet in other communities where the need exists they are not being built," Erhart Regier (Burnaby-Coquitlam) said during the debate (p. 1796). He also said that many of the courses taught in such schools "are a ridiculous and fantastic waste of the taxpayers' money," because the courses "bear very little resemblance to the technological age we are now entering."

Hon. Paul Martin said, "We find an expenditure of close to $200,000,000 to build the wrong kind of schools in the wrong places for the wrong purposes to teach students we do not have through the services of teachers who do not exist." (p. 1869).

Walter Pitman (Peterborough), quoting a Department of Labour official, said that facilities were required at the post-high school technical training level, but not at the secondary school level. He also complained that the building of schools was being related to a make-work project, because the cut-off date for the school-building program, March 31, 1963, related to winter works (p. 1830).

The Minister of Labour defended the Government's policy regarding technical training (p. 1878). He denied that schools are being built where they are not wanted, and said that they were being built after consultation with the provincial departments of education, the local school boards, and industry and labour. The courses are being offered "as a part of the apprenticeship program of the province following the recommendations of both industry and organized labour, through an apprenticeship advisory committee of which they are members," Mr. Starr said.

A Department of Labour supplementary estimate of $28,400,000 for technical and vocational training assistance was passed in committee of supply (p. 1900).

A supplementary estimate to authorize the crediting of the Unemployment Insurance Fund in case of need with sums not exceeding in the aggregate $25,000,000 was passed on March 19 in committee of supply (p. 1937).

Earlier, Reynold Rapp (Humboldt-Melfort-Tisdale) proposed that the Government should consider amending the Unemployment Insurance Act to allow seasonal farm labourers to receive benefits similar to those paid to seasonal fishermen (p. 1805). After debate, the House adjourned without taking any action.

The Minister of Labour said that figures on employment and unemployment just released showed that 196,000 new jobs have been provided throughout the year, "so that by the month of February we have attained the number of new jobs required to reach [the] figure of 1,000,000 jobs in five years" that the report of the Senate Committee on Manpower and Employment had stated to be necessary (p. 1967).

Bill C-29, to amend the Canada Fair Employment Practices Act to prohibit discrimination on account of age, was dropped at second reading (p. 2145).

Canadian Conference on Education

Provision of more facilities at and beyond secondary school level for training in technical skills, and better teacher training two of the proposals made at 2nd Canadian Conference on Education. Conference not likely to be repeated

The provision of more facilities at and beyond the secondary school level for training young people in the technical skills required for employment in business and industry; better training for, and a higher standard in the selection of teachers; and the development of a better understanding between English and French Canadians were some of the proposals made by the 2nd Canadian Conference on Education, held in Montreal on March 4 to 8.

This second conference—the first was held in Ottawa in February 1958 (L.G. 1958, p. 373)—seems likely to be the last that will be held by the organization, in its present form at least, since some of the professional organizations that have been supporting it financially are withdrawing their support. Another factor tending to weaken the conference is the resignation, announced at the gathering, of two of the chief executives: Kurt Swinton, chairman of the national committee, and Max Swerdlow, chairman of the executive committee. Caroline Robins, the conference's executive secretary, also announced her resignation.

The conference was attended by about 2,000 delegates, almost a third of whom were French-Canadians, in contrast to the first conference, at which Quebec was scarcely represented.

After an opening session on Sunday evening, at which Dr. Claude T. Bissell, President of the University of Toronto, was speaker, there were two plenary sessions, one on the first and one on the last day. On the second and third days the conference split into seven forums, each breaking into eight to ten work groups.

Dr. Claude Bissell

The present demand for vocational and technical training may be 20 years too late, in the opinion of Dr. Claude Bissell, President of the University of Toronto and Chairman of the Canada Council, who gave the opening address of the conference.

Dr. Bissell pointed out that with the advance of automation many jobs had disappeared by the time people were trained for them. Technical training, he thought, might better be left to industry, and academic education should be concerned mainly with general liberal studies, to prepare Canadians for the exacting rigours of leisure.

Education would cease to be an affair of youth and would extend through "the entire lives of all of us," he thought.

Education and Employment

One of the seven forums was on the subject, "Education and Employment." A study with this title had been prepared by Arthur V. Piggott, Director, Canadian Association for Adult Education. (A summary of this study will appear in the May issue.)

Miss Marion V. Royce, Director, Women's Bureau, Department of Labour, was one of the rapporteurs for this forum; another was A. L. Hepworth, Director of Education, Canadian Brotherhood of Railway, Transport and General Workers.

The following were participants in a symposium on the question, How can we help education to meet employment needs? H. L. Shepherd, Canadian Westinghouse Co.; Jean Marchand, President, Confederation of National Trade Unions; Robert Byron, Alberta Department of Education; and C. Ross Ford, Director, Vocational Training Branch, Department of Labour.

Technical and trade training, to teach a man how to make a living, are good; but education should also teach him a little bit about how to live, said Mr. Marchand.

He contended also that it was "not normal" for employers to undertake the training of workers. "When they do the training it's much too specialized, and makes workers too dependent upon a single industry," he said.

Mr. Marchand said that today the worker's life is dominated by the machine and by forces that are often beyond his comprehension and control. He is unable to play any effective part in his political, social or economic life.

Technical schools, he contended, should teach at least the rudiments of social, economic and political organization. They should also teach the worker how to use his leisure time, now that shorter working hours had given him so much of it.

H. L. Shepherd called for more training of employees within industry. He thought that teachers should take more advice from business men in setting up their programs of education.

Hon. Michael Starr, Minister of Labour, in a statement to the conference marking the beginning of education week, said that the provision of educational facilities for all Canadians is one of the main challenges facing Canada.

"Every Canadian," he said, "must have the opportunity to develop his or her capabilities to the fullest. To make this possible, all who are concerned with education and training must provide the paths of learning by which our youth can reach their full potential..."

"If thoughtful employers and educators will study current facts together, some of our school programs in history, commerce, and social studies could be brought up to date. The resultant teaching would help young people to enter employment with a better understanding of economic, commercial and social facts of life," Mr. Shepherd said.

Robert E. Byron said that in the past Canada had met its needs for skilled manpower largely by importing skilled workers, thereby denying Canadians a chance to participate fully in the development of their own country and in their own improvement.

The price of this, Mr. Byron said, had been high unemployment as an increasingly mechanized society called for increasingly skilled men, which Canada had not been training.

C. Ross Ford, reviewing technical training in the industrialized nations of Europe and Asia, said that Canada is playing in a league in which the competition is stiff, and against countries in which skill and technical competence have long been normally required in workers.

In those countries, there had long been much closer contact between industry and the educationists than in Canada, Mr. Ford said. The purpose of this had been to ensure that the schools would train skilled workers of the type needed. He maintained that nation-wide standards of competence were essential.

Recommendations

From more than 100 proposals drawn up by the seven forums, the conference officers chose the following 13 for the special attention of the delegates:

1. Canada needs a "crash program" to develop a more comprehensive work force with "built-in mobility" to meet demands of the labour market through certification on a basis acceptable throughout the country.

2. More facilities at the secondary and post-secondary school level are needed to develop the technical skills boys and girls require for employment in business and industry.

3. The minimum requirements for both elementary and secondary school teachers should be a uniform university degree, one year of further professional training, and some specialization in the field chosen.

4. More stringent methods should be adopted to prevent undesirable candidates from entering the teaching profession, and to remove poor teachers already in it.

5. Minimum academic qualifications should be established for school trustees, and they should be paid an honorarium sufficient to cover their out-of-pocket expenses.

6. Provincial laws should be amended where necessary to allow either of Canada's two official languages to be used as the language of instruction in public schools, the choice being made according to the wishes of the majority of the community.

7. Canadian history should be taught in such a way as to foster a greater mutual understanding between the two main cultural groups.

8. Visits between English and French speaking Canadians in different provinces, and other cultural exchanges, should be promoted more actively in order to improve mutual understanding and derive greater advantage from the existence of the two cultures.

9. Junior colleges should be established as the next step for high school graduates and should become the transition between high school and university.

10. The federal Government should establish a fund from which students who need financial assistance can obtain interest-free loans to cover the cost of attending an institution of post-secondary learning.

11. School buildings paid for out of public funds should be used to the greatest possible extent in continuing (adult) education and should be planned with that use in mind.

12. Provincial programs of subsidies, bursaries and tax deduction of sums spent for educational purposes should be broadened to include adequate provision for adult education.

13. An organization of some kind should carry on the work of the Canadian Conference on Education—either the conference itself or a national forum for education such as that suggested by Dr. Wilder Penfield, honorary chairman of the conference.

Future of the Conference

The organizations whose withdrawal will apparently make it impossible for the conference to carry on in its present form include the Canadian Teachers' Federation, which was the original sponsor of the CCE, and the Canadian Education Association. The latter is an organization that is financed by the 10 provincial governments and serves as a link between the departments of education.

Another organization, the Canadian Association of University Teachers, is opposed to the holding of another national conference of this kind. It considers that the results are not worth the cost.

The French Language Teachers' Federation said that the conference had served its purpose—that of arousing public concern about education. The interest thus aroused can now best be taken advantage of by provincial bodies, it said.

Dr. Stanley Deeks of the Industrial Foundation on Education said that business could not be expected to continue the $250,000 support it gave the conference to start it off.

The Canadian Labour Congress, which has given much help to the conference, says that it is ready to continue its support if the conference continues to advance the cause of education as it has been doing.

W. H. Evans, chairman of the education committee of the Canadian Manufacturers' Association, told a press conference that he would recommend that private corporations should expand their programs of aid to education, especially in the provision of scholarships.

After announcing his resignation from the chairmanship of the national committee, Mr. Swinton, President of Encyclopedia Britannica of Canada, made a strong plea for the establishment of a Canadian Office of Education, reporting to Parliament, and set up with the full prestige and resources of a federal office. He suggested that, in order to allow the provinces to retain their share of control over education, the national office might well be a federal-provincial office, "conceivably financed and staffed jointly by the federal Government and the ten—I say advisedly ten—provincial governments."

He said that opposition to such a plan would be found not only in Quebec, but all across Canada; but he pleaded the need for national considerations to take precedence over local ones.

Max Swerdlow, who also announced his resignation, said that the problem of how to finance a continuing organization would have to be solved within six months, because the conference organization lacked the money to carry on for a longer period.

The national committee decided that the final decision on the future of the organization should be made within from two to six months. A proposal that the federal Government should be approached for an annual grant of $50,000 was defeated on the ground that it would be hardly proper for the conference to accept federal money for education, which is constitutionally a provincial matter.

Research Spurred by Recent Developments in Canada

A $1,000,000-subsidy fund by the federal Government to encourage industrial research and the appointment of a 14-member industrial advisory committee operating in conjunction with the National Research Council, are recent steps designed to foster industrial growth over a longer period through emphasis on research.

The matching subsidies will be administered by the National Research Council; they were announced by the Government in the Speech from the Throne during January. If the subsidy program proves satisfactory, it may be continued next year by allocation of additional funds. Industry will contribute at least half of the cost of any research project, the federal Government matching the amount.

According to NRC President Dr. E. W. R. Steacie, the Government will support projects in which industry is interested, and all rights resulting from such research would be retained by the companies involved. Both large and small companies would be assisted in conducting research, which is so critical in this rapidly changing world.

The NRC President made these remarks to a group of industry, university and government scientists and engineers during the opening of a $1.3-million addition to the research facilities of Imperial Oil Ltd. at Sarnia, Ont. on January 22. He pointed out that the object of the subsidy program is to spur long-term research and development and not to assist market research nor minor product development and trouble shooting.

Central Labour Bodies Submit Annual Memoranda to Cabinet

Two of the three delegations ask Government to recognize principle of naming labour representatives to public bodies; Canadian Labour Congress devoted seventh of its brief to this subject. Labour Minister replies for Government

Canada's three central labour organizations presented their annual memoranda of legislative and administrative recommendations to the federal Cabinet last month.

The delegation from the Canadian Labour Congress—not as large as last year's whose six hundred was a record—submitted a brief consisting of three parts, the last of which complained that the Government had ignored organized labour when making appointments to boards and commissions. Only seven of the 24-member Cabinet were absent when CLC President Claude Jodoin read the memorandum on March 14.

The other two delegations, from the Confederation of National Trade Unions and from the National Legislative Committee of the International Railway Brotherhoods, met with the Government on March 13.

The Railway Brotherhoods, too, asked the Government to "recognize the principle of appointing labour representatives to public bodies." They called also for the establishment of a national transportation authority that would incorporate the functions of the present Board of Transport Commissioners but in addition would have jurisdiction of interprovincial and international motor transportation.

The CNTU devoted a large part of its memorandum to counter requests made by the Canadian Chamber of Commerce in its brief last November.

At all three presentations, the Prime Minister had to leave during the reading of the memorandum, and the reading of the Government's reply was left to the Minister of Labour. Hon. George Hees, Minister of Trade and Commerce, and Hon. Leon Balcer, Minister of Transport, also made statements in reply.

Canadian Labour Congress

The Canadian Labour Congress this year divided its annual memorandum to the Cabinet into three sections: domestic affairs, international issues, and its relationship as an institution with the Government. The brief was presented on March 14.

In the section on domestic affairs the Congress commented on the economic situation, secondary industries, social security, labour legislation, the proposed Corporations and Labour Unions Returns Act, broadcasting, immigration, taxation, education, housing, and meat inspection.

In the section on international issues it dealt with economic aid and international political issues. The CLC outlined here a five-point defence program.

In the third section of the brief, the CLC charged that the Government was ignoring organized workers when dealing with matters "of vital concern" to them.

Apart from this criticism, the Congress in its brief had some compliments for the Government. It was gratified to note how many of its proposals for restoring full employment, made to the Senate Committee on Manpower, the Government had adopted. It was glad to note also that the Government was now supporting President Kennedy's "bold and imaginative" trade policy. It welcomed the increase in old age pensions and in allowances to the blind and disabled. And it welcomed the announcement of proposed legislation to establish a system of contributory pensions superimposed on old age pensions legislation.

The Cabinet was told that, although the Government might insist that the CLC speaks only for members in good standing of its affiliated unions, "the representative character of the Canadian Labour Congress as a spokesman for Canadian workers should not be underestimated."

There is a sufficient community of interest between trade unionists and those workers who do not belong to unions for the Congress to believe that it is expressing a viewpoint held more widely than by its own members, the memorandum said.

Economic Situation

On the economic situation, the brief said: "We are setting new high records in production, but we are not setting new low records in unemployment . . . Even with the upturn in production, it remains true that

our economy is just not growing fast enough to provide jobs for all the people who are looking for them."

The CLC proposals made to the Senate Committee on Manpower that the Government had adopted, the brief said, were: a considerable expansion in the public sector of the economy; temporary deficit financing; a substantial increase in the money supply; narrowing of the Canadian-American interest rate differential; exchange depreciation; broadening of the Municipal Winter Works Incentive Program, "which is now making a substantial contribution to the alleviation of winter unemployment;" extra incentive for new industries in surplus manpower areas; and provision of export credits.

The Congress is particularly glad that fiscal and monetary policies are now marching together, instead of fighting each other, and that the Government has refused to be intimidated by the cries of people for whom deficit financing, any kind, any time, any amount, for any purpose, is still one of the seven deadly sins.

For some years to come, private capital spending will be largely for the replacement of old equipment, because there is already too much unused industrial capacity. Therefore, if there is to be a substantial increase in total demand, "we believe that it must to a considerable extent come from a major increase in social capital."

The Congress regretted that:

—there is still no provision for a Municipal Development Bank;

—so little has been done to further encourage winter construction by introducing seasonal biases into monetary and fiscal policies;

—the Municipal Winter Works Incentive Program remains on a year-to-year basis;

—the definition of "surplus manpower areas" for purposes of double depreciation is so stringent, and there is so little other incentive for new industries to settle in such areas;

—there is still no Capital Projects Commission for the Atlantic Provinces.

"We believe that all the measures you take will be strengthened and given firm foundation by the enactment of a Full Employment Act."

The Congress expressed satisfaction with the continuing increase in Canada's export trade. Welcoming the Government's support of President Kennedy's trade policy, the CLC said Canada could not afford to join any bloc that would discriminate against goods from the United States, from the European Common Market, or from Japan. "Canada should bend every effort to bargain her way into every possible market."

Secondary Industries

The Canadian market is too small to give Canadian secondary industries the maximum economies of mass production, and other markets are closed by foreign tariffs, the CLC said. A reduction of foreign tariffs might help. But the Canadian market is too fragmented, split up among too many firms.

"One possible approach to this problem might be the rationalization of those industries that consist of small and inefficient production units; that is, concentration of production in one or a few efficient units." This would require changes in the Combines Act, the CLC pointed out.

Another CLC suggestion was that thought be given to the possibility of arranging with counterpart companies in the United States or elsewhere to assign production between the two countries on an open market basis.

Any changes made necessary by these suggestions must be made gradually in order to avoid sudden large-scale market disruption. Alternative jobs must be available for workers displaced by the changes, and such workers must be trained for the jobs available and maintained while training, the brief declared.

Social Security

There are gaps in Canada's social security system that need to be filled, and deficiencies in existing programs, the CLC said.

Although it welcomed the recent $10 increase in payments to the aged, the blind and the disabled, the Congress believed that benefits should be related to changes in the price level and to improvements in living standards. "The relationship to price levels would afford protection against erosion in purchasing power. The need to assess changes in living standards would provide Parliament with a procedure for orderly review."

Pending the constitutional amendment that would apparently be necessary in order to introduce legislation to establish a system of contributory pensions, the CLC suggested the establishment of consultative machinery "whereby organized labour, management, agriculture and others likely to have a direct interest might discuss the principles on which this legislation might be based."

There has been a lack of systematic planning and conscious design in the development of social security in Canada, the memorandum said.

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Labour Legislation

The CLC repeated recommendations it had made in earlier submissions, "since nothing has happened to them in the interval." These included proposed amendments to the Criminal Code to clarify the definition of "mischief," picketing and the role of the union representative; a provision for the check-off of union dues in the Industrial Relations and Disputes Investigation Act; an amendment to the Vacations With Pay Act; enactment of a national minimum wage of $1.25 an hour and a maximum work week of 40 hours; and enactment of a new Fair Wages Act.

Under the "Labour Legislation" heading, the memorandum called for legislation recognizing the principle and collective bargaining for government employees and granting the check-off to prevailing rates employees who are members of CLC unions. It expressed concern over the Government's change in the method of determining rates of pay for prevailing rates employees in building trades classifications.

Although it had a number of objections to the proposed Corporations and Labour Unions Returns Act, the Congress said it was "prepared to live with it because we have nothing to hide."

But it objected in principle to a Bill that gives the impression that corporations and trade unions are institutions so similar in character that they can be governed by the same legislation. The CLC memorandum pointed out that unions already report their membership figures for publication in *Labour Organizations in Canada,* and that the LABOUR GAZETTE describes major collective agreements as they are agreed to. Corporations, on the other hand, "Operate in comparative secrecy."

The Congress urged that it, and other interested parties, be given an opportunity to make formal representations on the Bill, either to a parliamentary committee or otherwise.

Broadcasting

"We are shocked at the obviously deliberate efforts being made to undermine the CBC," the memorandum said. "It is essential that the CBC be preserved and strengthened."

Otherwise, Canada is in danger of becoming culturally an American outpost, it said.

Immigration

The new regulations under the Immigration Act represent a change for the better, the Congress said, but "we are reluctant to voice a stronger opinion until they have withstood the test of application."

Despite this gratification, the CLC expressed disappointment that the Immigration Act itself has remained unchanged.

Taxation

The burden of taxation is not distributed as equitably as it might be, the memorandum said. There are loop-holes in the Income Tax Act that should be plugged, and there should be a capital gains tax. Greater relief should be afforded those with lower incomes, both by reducing the impact of the sales tax and by a reduction in the income tax rate.

The Congress mentioned recent "propaganda" for a reduction in the corporation income tax as an inducement to greater capital investment and for replacement of the present progressive income tax by a flat tax rate. "This is so flagrantly inequitable and reactionary a proposal that we feel inclined to assume that it would receive no serious attention from your government."

Education

On education the Congress said that, because the standard of education varies between provinces and because a great many children who could benefit from additional education have left school, "the federal Government can and should intervene."

Grants-in-aid could be used to raise standards in poorer provinces and otherwise broaden educational opportunities. University grants, valuable as they may be, are not enough.

The Government should ensure that every child is able to acquire all the education he can assimilate, and should encourage the provinces to make this their goal too.

Other Recommendations

The problem of adequate housing at a reasonable cost for those with lower income remains largely unsolved, despite the large volume built since the war. "We wish to urge you to place an increasing emphasis on low rental and subsidized housing," the CLC said. It also said the Government should give attention to the problem of urban blight.

The Congress urged the federal Government to consider "the establishment of an Air Transport Industry Council composed of representatives from government, aircraft producers, air lines and interested trade unions, to review and anticipate aircraft needs in Canada."

Other recommendations dealt with legislation leading to the elimination of trading stamps; effective control over the drug industry; regulation of private pension plans;

all possible steps to safeguard, maintain and expand a healthy, efficient textile industry; a national advisory committee on fair employment practices; and the establishment of a Canadian deep-sea fleet.

The memorandum called for more effective co-ordination between the National Employment Service and vocational training programs.

International Issues

In the second of the three divisions of its brief, the CLC commended the Government for its support of the United Nations.

While looking toward universal disarmament, Canada would not serve the cause of peace by a policy of armed neutrality or by unilateral disarmament, while the rest of the world remains fully armed. Until world disarmament is achieved, Canada must maintain, consistent with her resources, an effective military establishment which can be useful to herself, her allies and the United Nations.

The Government was urged to review its defence budget and policy, keeping in mind the following:

1. Refusal to permit nuclear weapons on Canadian soil or in the hands of Canadian forces;

2. A critical examination of Canada's commitments under NATO and NORAD;

3. Elimination of frills and waste from our defence expenditures;

4. A substantial reduction in defence expenditures and the transfer of such funds to the public sector at home and to increased aid to economically less-developed countries abroad; and

5. A comprehensive national plan for the gradual channelling of defence expenditures into constructive peaceful projects, thereby avoiding sudden economic dislocation should universal disarmament be achieved.

Previous requests for assistance to economically underdeveloped countries have been answered, but the volume of aid should be much greater, the Congress declared. "The target figure should be a sum equal to at least one per cent of our national income."

An additional need is for a pool of experts ready on short notice to be sent on specific assignments to underdeveloped nations, and the Government should undertake a training program for candidates chosen for such tasks.

In addition, a number of international political issues merited the Government's consideration. These included peace between Israel and the Arab States, freedom of navigation in the Suez Canal, recognition of the People's Republic of China and its admission to the U.N., reunification of Korea and of Viet Nam, self-determination for the people of Tibet and Algeria and all colonial people, and the preservation of the borders of India, now under attack by Communist China.

The CLC and the Government

The Congress allotted more than seven pages—one seventh of its brief—to the kind of relationship that exists between the Government and the CLC. "This issue has the appearance of being of concern only to the Canadian Labour Congress itself but in reality is more pervasive in its effect. . . . it represents in broader terms the attitude of governments toward voluntary associations."

Speaking bluntly on what it described as a grievance, the CLC said:

It is a regrettable fact that so far as your government is concerned, the Canadian Labour Congress and organized labour in general are institutions frequently to be ignored when you are considering issues of national importance. Time after time, on the question of appointments to royal commissions and to consultative and other bodies, organized labour has been either completely by-passed or the selection of trade union representatives has been such as to lead to no other conclusion than that it was based on political considerations . . .

Where the organized wage-earners of this country are concerned, they are consistently deprived of the right to have their viewpoint represented even on issues where they are most directly and vitally concerned.

One example cited by the Congress was the appointments to the Royal Commission on Health Services. Appointed were representatives of the medical, dental and nursing professions, business, universities, with a judge as chairman. Neither agriculture or labour is represented.

But of even more vital concern to union members was the investigation being made by the Committee of Inquiry into the Unemployment Insurance Act. More than 4,000,000 wage and salary earners contribute to the fund, "yet there is not a single member of that Committee, however qualified in every other respect, who can claim to represent the employee interest."

The Government's failure to consult the Congress for nominees to various commissions "indicates a deliberate policy of bypassing the Congress wherever possible," the memorandum said.

One notable exception to this policy acknowledged by the CLC was the appointment of labour members to trade missions sent abroad by the Department of Trade and Commerce.

"It has occurred to us that this policy of indifference to the views of organized labour may spring from the fact that the Canadian Labour Congress has in the last few years been involved in the formation of a new political party," the memorandum said. "The Congress has no apologies to make for actions which followed convention decisions." In taking such action, it has followed examples set by the trade union movements of Great Britain, Australia, New Zealand, Sweden, Holland and other countries of the free world.

The Government's Reply

Because he had to leave, the Prime Minister left the Government's reply to Hon. Michael Starr, Minister of Labour.

To the charge that the Government was ignoring organized labour when making appointments to boards and commissions, Mr. Starr pointed out that the Government had appointed 49 "good trade unionists" since it took office. Most of these appointments were made after consultation and agreement with the CLC.

"The Government cannot bind itself to accept all CLC recommendations and only CLC recommendations. No one body can claim the exclusive and final right to make nominations to public office—nobody except the Government . . . This duty cannot be abrogated to any other organization or group."

In the rest of his reply, Mr. Starr dealt with that part of the CLC brief that dealt with domestic issues.

He found it strange that in one place in the brief "the Government is paying considerable attention to the recommendations of the Congress" but in another that "the Government is paying no attention whatsoever to the opinions, either of the Congress or of organized labour in general."

The Minister then listed several items in the Government's program with which the Congress had expressed support.

When referring to the CLC comments on old age pensions, Mr. Starr told the delegation "something that probably you do not know." Of the supplementary pensions paid by some provinces, the federal Government pays 50 per cent, he said.

He referred to the announcement in the Speech from the Throne that a National Welfare Council would be set up. To the Council would be referred all social legislation, which the brief had said was a patchwork.

The Minister of Labour expressed surprise that the Congress had not dealt to any great extent with automation, "which President Kennedy just some few weeks ago described as the supreme domestic challenge of the sixties." Nor was there a reference in the brief to "the massive training program that will provide facilities for an additional 100,000 Canadians through new and additional construction of some 245 schools across this country.

"This comprises an expenditure of some $270 million, with the federal Government commitment being more than $180 million. This is going to be done on or before March 31, 1963."

He reminded the labour delegation that he had written to the provinces concerning an increase to $50 a week, of which the federal Government pays 75 per cent, in the allowance paid to a person undergoing training. "We realize we must also give an incentive to the worker to take up" training in industry.

"Unemployment remains a very serious problem," the Minister declared. There has been a continuing improvement in the economic situation, however. January unemployment was at the lowest percentage in any January since 1957. There were 161,000 more Canadians at work than in January the year before, 600,000 more than in January 1956. There were 148,000 fewer unemployed than at this time last year and 45,000 more jobs in manufacturing than a year ago.

Referring to the Municipal Winter Works Incentive Program, Mr. Starr pointed out that more than 2,500 municipalities were participating this year, and that something over 121,000 jobs were being provided.

The enforcement of a Full Employment Act, suggested by the CLC, "would be impossible without full regimentation of the economy." And without full enforcement, "such an Act would be meaningless and would become simply window-dressing."

About Bill C-38 he said only that it places labour unions and corporations on the same footing "in so far as public responsibility is concerned."

When replying to the CLC remarks on Newfoundland labour legislation, Mr. Starr revealed that the government of Newfoundland had recently made certain commitments, and that these had been submitted to the ILO Governing Body, which had approved the report. "We acted as a go-between to get this information," the Minister said.

Claude Jodoin

After hearing from Mr. Starr, and from Hon. Léon Balcer, who spoke briefly in French, Claude Jodoin spoke. He commented that the Government had answers ready, and wondered if the Congress had been right in letting the Government have copies of its brief in advance. Would it be possible for the Congress to have the Government's reply in advance, he asked.

He said the question of labour representation on government bodies was a question of principle. The Congress did not question the individuals who had been appointed. But "in nominations of this sort, no matter how competent they may be, the individuals do not count; it is, necessarily, what they represent."

Confederation of National Trade Unions

The Confederation of National Trade Unions launched a counter-offensive to the Canadian Chamber of Commerce "Operation Freedom" in its annual memorandum presented to the federal Cabinet on March 13.

Charging that the Chamber has shown "stinginess and social conservatism" in its recommendations on labour matters and accusing it of "McCarthyism" in using myths as arguments in its defence of free enterprise, the brief rose to the defence of state intervention in such matters as broadcasting, film making and public printing.

The CNTU delegation, more than a hundred strong, was led by General President Jean Marchand. The brief was read by the secretary, Marcel Pepin.

The delegation was received by Prime Minister John Diefenbaker accompanied by nine members of his Cabinet.

The official welcome was extended, in French, by the Minister of Transport, Hon. Léon Balcer, who said that one of the reasons for the optimism that exists over the economic situation of Canada today is due to the close co-operation that exists between the Government and labour unions.

In his introduction to the brief, President Marchand noted that his organization, 110,000-strong and grouping more than 550 unions, is authentically Canadian and that it attempts to reflect "not only the needs of the Canadian workers but also their philosophy of life and their understanding of politics."

The main recommendations of the memorandum concern the banning of nuclear weapons, the need for full employment and economic planning, the implementation of a national health insurance scheme, the regulating of television programming and the financing of electoral expenses.

The CNTU Brief

Nuclear Weapons

The CNTU reiterated its opposition not only to the production and the stockpiling of nuclear weapons on our territory but also to their use by Canadian armed forces.

Stating that the problem posed by nuclear weapons to the conscience of mankind "is of such a magnitude as to throw all other problems in the background," the brief stated that only an enlightened world opinion will prevent over-all destruction. It added that Canada must not only oppose the enlargement of the "nuclear club" but must also proceed to its dissolution.

Canada's Economic Future

The CNTU called for "a realistic and progressive economic policy" to eliminate unemployment and to improve Canada's standard of living. As Canada can not achieve this alone, the brief suggested that the choice is between joining the existing economic blocs or working toward the creation of a new common market. Failing this, the CNTU fears that Canada will be pushed into a customs union with the United States, and that this would result in political integration.

On the subject of American domination of our economic life, the CNTU emphasized that " it is unacceptable that head corporations in the United States prevent Canadian subsidiaries from having access to certain foreign markets which they retain for themselves."

The brief praised the Government for its stand on trade with Cuba and China while asserting that this position should not be construed as a show of hostility toward the United States. "Our friendly relations must be based on the postulate that we are a sovereign country wishing to remain so," the CNTU said.

Economic Aid

Drawing attention to the joint campaign launched by the ICCTU and the ICFTU to restore union and political freedom in Spain, the CNTU called upon the Canadian Government to support this initiative "by every means within its power."

At the same time, the CNTU expressed the wish that Canada increase its aid to underdeveloped countries, suggesting that this help should amount to at least one per cent of our national income.

Unemployment

The CNTU again called for "a rational and ingenious organization of the economy" as a cure for unemployment.

After stating that it is imperative that full employment be achieved in Canada, the brief said that the theory of *laisser-faire* has become obsolete because "in the industrial and commercial activities of a nation there are much more important values at stake than the freedom of the few to act according to their whims or their short-sighted interests."

After charging that the Government has not devoted the efforts required to solve unemployment, the brief added:

> For many years, we have been suggesting the creation of a National Economic Advisory and Planning Council which, in conjunction with provincial and municipal governments, would think out our economy and advise the government on the most appropriate measures to be adopted for achieving full employment and insuring a sufficient and constant economic growth. The problem is of such importance that the Government should also set up a Department of Economy to apply investment and territory-planning policies elaborated according to the plan which we have just briefly outlined.

Financial assistance to municipalities, to better allow them to benefit from the Winter Works Incentive Program, was also urged. The CNTU suggested that the Government, either directly or by offering guarantees to financial institutions, should make it easier for municipalities to borrow at low interest costs for undertaking or completing useful public works.

Shipping

Withdrawal from the Commonwealth Shipping Agreement of 1931 was again urged by the Quebec labour body.

While it welcomed the Government's decision to provide subsidies for the Canadian shipbuilding industry and to restrict coastal trade on the Great Lakes and in the St. Lawrence River to ships built and registered in Canada, the CNTU said that it was concerned over the number of British vessels that would again operate, next season, on the Great Lakes.

The brief noted also that the repeated demands for labour representation on the Canadian Maritime Commission, the establishment of the shipbuilding industry under the federal labour code, and the abolition of the "target incentive system" still remain unanswered.

Chamber of Commerce Brief

The CNTU devoted a large portion of its brief to refute assertions made by the Canadian Chamber of Commerce in its presentation to the federal Cabinet last November (L.G., Dec. 1961, p. 1258).

Charging that the Chamber had embarked on a systematic drive to restrain the intervention of the state in Canadian economic life, the CNTU came to the defence of such bodies as the National Film Board, the Canadian Broadcasting Corporation and the Queen's Printer.

After pointing out that labour bodies in Canada do not call for the complete socialization of our economic life and that Canadian workers had always recognized the role of private enterprise, the brief argued that "we can not accept that an interested group should call for the abolition of public enterprises at a time when every informed citizen recognizes that the public sector of our economy must indeed be reinforced in order to achieve a fair balance."

The CNTU also said that the Chamber's "Operation Freedom" smacked of "McCarthyism." The brief challenged the Chamber to show, as it has claimed, that "governmental action necessarily reduces the sense of initiative."

The best defence against communism, asserted the CNTU, is the elimination of social injustice in our country as well as in the rest of the world.

The brief also objected to some of the Chamber's suggestions regarding labour-management relations.

It found odd the fact that the Chamber, while advocating the withdrawal of the Government from a number of fields it has occupied for years, begged for increased intervention in labour matters.

In refuting some of the suggestions of the Chamber, the brief pointed out:

> To order a vote during a strike, at any time the employer chooses, is tantamount to handing over to one of the two enemies in a time of conflict the strategy of the other.
>
> To ban sympathy strikes and to restrict picketing would destroy the very essence of trade unions which rests on the solidarity of workers.
>
> To allow appeal of the decisions of the Labour Relations Board and of arbitration boards over legal points would tend to make wholly intolerable the already protracted delays in procedures.

Board of Broadcast Governors

The CNTU strongly opposed any "show of tolerance" by the Board of Broadcast Governors toward the private radio and television stations because of the stations' difficulty in financing their operations. Were the Board to reduce the standards it has set

because of financial difficulties faced by some stations, the brief argued, it would be failing in its duty.

"Private station-owners must accept to bear the consequences of competition, whether it means making profits or suffering losses," added the brief.

The CNTU went on record in support of the "Canadian content regulations."

If private enterprise is unable to comply with these regulations due to economic conditions, the CNTU suggested that this would be "indisputable evidence of the need to resort exclusively to public enterprise in the field of television."

Election Expenses

On the eve of a federal election, the CNTU expressed regret that the law has not yet been amended in order to set a maximum that candidates and electoral parties can spend and, at the same time, to insure payment, by the State, of basic expenses incurred by all "serious" candidates.

Corporations and Labour Unions Returns Act

In referring to the proposed legislation calling for unions to make public certain information regarding their structure, constitution and financial affairs, the CNTU stated that it has no objection, being a democratic organization, to doing so.

However, it did call for legislation placing companies on the same basis as unions.

Mr. Marchand also raised the status of such legislation in respect to unions not falling under the jurisdiction of the federal Government. He suggested that such legislation, regarding unions operating within provincial jurisdiction, would be *ultra vires*.

Earlier Recommendations

The second part of the brief, which was not read, contained a review of the various representations that the labour body has made to the federal Government in the past. It outlined the views of the CNTU on such varied matters as automation, the productivity council, the price spreads on food products, the arbitration of prices, lotteries, pensions and the handicapped.

The Government's Reply

In the absence of the Prime Minister, who had to leave in the middle of the presentation, the Government's reply to the brief was given by the Minister of Labour, the Minister of Trade and Commerce, and the Minister of Transport.

Hon. Michael Starr

The Minister of Labour, Hon. Michael Starr, dealt at length with a number of problems raised in the brief. On unemployment he gave the January employment figures and pointed to the success of the Municipal Winter Works Incentive Program. (These figures were given also to the Canadian Labour Congress; see above.)

He did say that unemployment "remains one of the most urgent issues of our time." But the Government had taken some action. He mentioned especially incentives for research, easement in corporation taxes, incentives for industry to establish themselves in areas where unemployment has been chronic over the years, loans to small businesses and increased lending power for the Industrial Development Bank.

The Minister referred to the fact that the Throne Speech, this session, indicated that the Government is seeking the concurrence of the provinces for the necessary constitutional amendments that would permit the introduction of a contributory system of old age pensions and related survival and disability benefits.

Touching on the problem of automation, Mr. Starr said a recent study in the United States showed that there are some 25,000 people displaced every week because of automation. The Productivity Council, he suggested, by giving labour and management an opportunity to meet and to voice their views, should help produce solutions.

One of the major necessities with regard to automation is the upgrading of the labour force. "New skills, new training and new techniques must be invoked in order to keep pace with new technology," said the Minister.

He added:

> We have embarked upon the most massive training program that has ever been undertaken in this country, at any one time, which will, within a few short years, change the complexion of the labour force in so far as the basic skills are concerned.

He spelled out the Government's program as follows:

—We have tackled the older worker problem through an educational process;

—We have directed our attention to the youngsters, who may be dropping out of school, to complete their education;

—We have given the provinces an incentive of 75 per cent of the cost of training unemployed workers;

—We have embarked upon a capital program with the objective of providing new schools, new equipment and fully trained teachers.

Hon. George Hees

As Minister of Trade and Commerce, Hon. George Hees commented on two problems raised by the brief: the European Common Market and exports.

To join the European Common Market, warned the Minister, would mean that Canada would have to compete on a free trade basis with European industries that enjoy four advantages. These advantages he characterized as technological skill, low wage rates, great efficiency, and real effective co-operation between labour and management.

As to joining a North Atlantic Common Market, Mr. Hees pointed out that the United States, with a gross national product 15 times that of Canada, would have to increase its production only one fifteenth to supply the Canadian market.

Mr. Hees also recalled that while a common market means free trade for the participants it implies at the same time the erection of a common external tariff against other trading nations, many of them traditional customers of Canada.

Nevertheless, the Minister stated that Canada has tackled the problem of unemployment by reducing imports and increasing exports. "In five years our exports have increased by 20 per cent and our imports have increased by only 3½ per cent," he said.

In terms of jobs, this means just this, that today we are producing 800 million dollars more of goods in Canada, with Canadian labour, than in 1957. The year before we took over, we were buying 713 million dollars more goods than we were exporting and giving jobs to people outside of Canada. Today, we are now manufacturing 800 million dollars more goods in Canada than we were in those days and Canadians are getting those jobs.

In concluding, Mr. Hees emphasized that Europe's recovery was due less to the Common Market than to the fact that "in every industry, in every factory, labour and management sit down at the same table. That is what we Canadians must do," he advised.

Hon. Léon Balcer

Speaking in French, the Minister of Transport restricted his remarks to the shipbuilding industry and the Commonwealth Shipping Agreement.

Hon. Léon Balcer disclosed that the Canadian shipbuilding industry is presently at work on 119 ships, worth 108 million dollars. He added that the Maritime Commission is also studying 40 more applications calling for an expenditure of another 16 million dollars.

The Minister disclosed also that Canada has asked the signatories of the Commonwealth Shipping Agreement to release her from her obligations. Only two Commonwealth countries have not yet agreed and their consent is expected in a matter of weeks.

"As soon as we have this consent," said Mr. Balcer, "we will introduce the required legislation to restrict to Canadian-built and Canadian-registered ships our inland waters from the line of Cap-des-Rosiers-Havre Saint-Pierre."

Hon. Jacques Flynn

At the request of the Prime Minister, the Minister of Mines and Technical Surveys, Hon. Jacques Flynn, expressed the thanks of the Government for the brief and the impartial fashion in which its representations were made.

Chiding the President, who had commented that the next election was to be fought over unemployment, Mr. Flynn suggested that it might be more profitable if employment were discussed.

Mr. Marchand's Answer

The President of the CNTU, in the light of the Government's reply, praised what is being done in the field of vocational training but commented that to have "learned unemployed" is not the solution and that the efforts of the federal Department of Labour will be fruitful only to the extent that Canada enjoys full employment.

As to the problem of joining a common market, Mr. Marchand recognized that there exist many difficulties but argued we will have to face these difficulties sooner or later. He also remarked that low wage rates, while a factor, are not that important, as the United States, with the highest wage rates in the world, are still the biggest industrial nation.

International Railway Brotherhoods

The National Legislative Committee of the International Railway Brotherhoods presented its annual brief to the federal Government on March 13.

The delegation presenting the submission was headed by A. A. Hutchinson of The Order of Railroad Telegraphers, Chairman of the Committee. The delegates were received by the Prime Minister, Rt. Hon. John Diefenbaker, and members of his Cabinet. Accompanying Ministers who replied to the brief were Hon. Michael Starr, Minister of Labour; Hon. Léon Balcer, Minister of Transport; and Hon. George Hees, Minister of Trade and Commerce.

In its brief the Committee recommended revision of the Unemployment Insurance Act and expressed concern over the depletion of the Unemployment Insurance Fund. It noted "with satisfaction that it is intended to revise and amend the Immigration Act," asked for more vocational training, requested more income tax exemptions. The Brotherhoods expressed alarm at some recommendations of the Royal Commission on Transportation; requested elimination, in time, of all level crossings; recommended the creation, by Act of Parliament, of a Canadian transportation authority that would incorporate the present functions of the Board of Transport Commissioners for Canada; and renewed efforts to obtain better health and sanitation standards for railway employees.

The railwaymen suggested that all governments "recognize the principle of appointing labour representatives to public bodies, boards and commissions."

Other members of the delegation were: H. E. Campbell, Secretary of the Committee, Brotherhood of Locomotive Engineers; A. R. Gibbons, Brotherhood of Locomotive Firemen and Enginemen; W. G. McGregor, Brotherhood of Railroad Trainmen; T. W. Read, Division No. 4, Railway Employees Department, AFL; and H. A. Stockdale, Brotherhood of Railroad Signalmen. J. A. Huneault, Vice-Chairman of Committee, Brotherhood of Maintenance of Way Employees; and L. J. Wagner, Order of Railway Conductors and Brakemen, were absent.

Unemployment Insurance Act

Although recent statistics showed an improvement, unemployment was still a major problem in Canada, said the brief. In its previous submission, the Committee had commended the Government for its decision to revise the Unemployment Insurance Act; this year it expressed approval of the appointment of the "Gill" Committee to make recommendations for the revision.

The delegation repeated some of the suggestions it had made to the Gill Committee:

—"Contributions should be collected from the employee and the employer based on all earnings of $7,200 per year or less."

—Such contributions to the Fund should be on the basis of one third of the total requirements payable by each of the following: employee, employer and government.

—Benefits should be based on two thirds of basic earnings.

—The waiting period should be eliminated.

—Some consideration should be given to providing benefits for insured workers who become unemployed because of illness and disability.

—The subsection on interlocking seniority should be revised.

The brief expressed deep concern over the depletion of the Unemployment Insurance Fund. "We believe this result has come about by use of the Fund for purposes for which it was never intended—"seasonal unemployment" as an example, for which funds were provided from other sources in the past."

The Government was commended for its efforts to prevent defrauding the Fund. "We believe that the results justify activity in that direction."

The Brotherhoods believed the Unemployment Insurance Advisory Committee could serve a more useful purpose if it were enlarged and required to meet more frequently.

Immigration

Unskilled workers should not be encouraged to come to Canada when there were so many of them among the unemployed already, the Brotherhoods stated in their brief. They added that it was a matter of great regret that so many students were leaving high school before graduation and thus have to be considered unskilled.

The brief again urged that the Departments of Labour and Immigration work closely together so that the unemployment situation would be kept in mind.

Education

The Government was commended for "recognizing the necessity to move away from the traditional concepts of education

toward the new concept of continuing education." The railwaymen expressed approval of the Government's financial support to education: to the unemployed while undergoing training, to universities, to vocational training, etc.

"The policy of the Government of Canada and the provincial Governments in regard to training of the unemployed deserves encouragement and support."

The Brotherhoods, pointing out that approximately 70 per cent of the unemployed lack education beyond Grade 8, said that one solution was "to find the means of motivating those presently in the school system to remain there until they are qualified for employment in a highly technological society."

The Government could possibly do more for vocational training, the brief said.

"We respectfully suggest that your Government give consideration to the establishment of facilities designed to co-ordinate existing public and private schemes, develop relative information and publicize same to all concerned," added the brief.

Income Tax Act

Insufficient purchasing power for goods and services was a contributory factor to unemployment, the brief held. "One method of stimulating purchasing power can be accomplished by increasing income tax exemptions, particularly for those with relatively low incomes."

The Brotherhood therefore suggested the following amendments to the Income Tax Act:

—Increasing statutory exemptions to $1,500 for single taxpayers; $3,000 for taxpayers having married or equivalent status; and increasing the exemption for each dependent.

—Allowing as a deduction all expenses incurred for meals and lodging by railway workers required to carry out their duties away from their permanent place of residence.

—Allowing as a deduction all expenditures made by the taxpayer for medical and dental expenses for himself and dependents.

The Railway Act

"We do not question the right of railways to make whatever reductions they can to bring about economies in operation but we do feel very deeply that such economies should take into account some humanities and that the welfare of the employees should be given some consideration.

"The second volume of the Report of the Royal Commission on Transportation has done nothing to allay our anxiety but, on the contrary, has increased it," the brief said.

The Report makes no recommendation for taking care of employees who may be forced to change their place of residence when railways abandon branch lines, the Brotherhood asserted.

Concern was expressed also over the recommendation that the Canadian National-Canadian Pacific Act should be repealed; its compensation provisions would be of great value to employees if railway services were consolidated, as the Royal Commission recommended.

Eliminating Level Crossings

After commending the Government for making additional funds available to the Railway Grade Crossing Fund, the Brotherhoods declared that the ultimate solution to the crossing accident problem was eventual elimination of all level crossings.

The delegation suggested that the Minister of Transport ask the Board of Transport Commissioners, in co-operation with the National Research Council, to conduct experiments "as to the practicability of a visible and/or audible warning system at railway crossings for all public-carrying conveyances."

National Transportation Policy

The brief pointed out that railways, like many other industries, "have been caught in the economic squeeze between rising operating costs and diminishing returns; however, railways, unlike most business enterprises, are not free to solve their problems by discretionary action."

Reviewing the legislative railway controls of the past, the brief pointed out that inland-waters transportation, pipe lines, and air transport had been added as subjects of related legislation. "We feel the time has come when Parliament should reconsider the question of control" of interprovincial trucking, the Committee said.

"The National Legislative Committee recommends to the Government of Canada, the creation, by a separate act of Parliament, of a Canadian transportation authority, to combine and include the present functions . . . of the Board of Transport Commissioners for Canada, and that such transportation authority be empowered to extend its jurisdiction to the regulation and control of interprovincial and international motor transportation."

Health and Sanitation, Railway Employees

Referring to annual submissions of May 1958, January 1959 and February 1960, in which the Brotherhoods requested that sanitary facilities, drinking water, sleeping accommodation, and eating facilities be provided for railway employees, the brief expressed disappointment with the lack of results obtained.

The Prime Minister did announce in 1960 that "turn-around comforts" for railroad employees would be considered by a Parliamentary committee. No legislation was introduced and in its 1961 brief the Brotherhoods repeated its request, pointing out that a sessional committee was authorized to deal only with matters relating to Government-owned transportation services.

The Brotherhoods had received a copy of the report of the Department of National Health and Welfare, which had studied the question, but were "extremely disappointed with the statements and conclusions." The sanitation "standards" referred to in the report failed to cover many of the categories singled out for attention in the Committee's briefs.

There was discrimination in supplying sanitary facilities to air line employees but not to railway employees, the brief contended. The provision for and maintenance of toilet and drinking facilities should be comparable to those provided the travelling public. "The maintenance of these facilities in a sanitary condition could or should be regulated by the Department of National Health and Welfare, in co-operation with other public health authorities."

Citing one of several examples, Mr. Hutchinson said: "With the extension of runs with diesel locomotives, we now have runs, for example between Winnipeg and Sioux Lookout, of practically 300 miles. The men get on that engine in Winnipeg and there are no toilet facilities for them on the engine and they are there for five or six hours. It is not right or reasonable."

Mr. Hutchinson stated that the lack of comfort facilities on diesel locomotives could some day cause an engineer to stop a train and go off in search of public washroom facilities. He said if this condition was not remedied, the unions might instruct their men to stop trains to look for public facilities.

Labour Representation on Public Bodies

"We suggest that all governments should recognize the principle of appointing labour representatives to public bodies, boards and commissions," said the brief, adding that no other person was more familiar with the needs and views of the worker than his elected representative in the trade union movement. Although the Canadian economy depended on labour, the brief said, its accredited representative had a voice on few public boards and commissions.

Technological Change

The Brotherhoods commended the Government for the machinery and personnel now exploring the labour and social problems that go along with technological change.

The Government's Reply

After the Prime Minister had asked for the list of unfulfilled requests for sanitation measures that Mr. Hutchinson said he had prepared, Mr. Diefenbaker called on the Minister of Labour.

On the Unemployment Insurance Act, Mr. Starr thought it would be inappropriate for him to make any remarks at this time because the relevant points in the railwaymen's brief were similar to those submitted by the group to the Gill Committee, "which has been set up to look into all aspects of unemployment insurance."

He joined the Brotherhoods in their concern over the large number of students who are dropping out of school, and stressed how closely his Department also was concerned with this problem. Technological changes in industry made it more difficult for students to obtain jobs if not properly trained.

His Department had contacted many parents during the past two years, in a Stay in School Campaign, and "there is already a concrete indication that this Stay in School Campaign is bearing fruit," he said. "Anywhere from 25 per cent to 50 per cent increases are shown in school attendance in Grade 13 down. I am sure that this will be a source of satisfaction to you, as it certainly is to the Government."

The Minister of Labour then reviewed the actions the federal Government was taking in vocational and technical training to prepare young people as well as older ones for jobs in a rapidly changing technology. He stressed the incentives being given the provinces to train people. "We have suggested to the Provinces that they pay a man $50 a week while he is taking his training. If he is a family man he will be able to keep his family together during that period of time. We will pay 75 per cent of the subsistence allowance also."

Under the Technical and Vocational Training Assistance Act some 245 new schools are being built across Canada. These schools will provide facilities for 100,000 students in the technical training field.

In the field of training in industry, the federal Government was studying how, along with the provincial Governments and industry, training plans can be set up in industry "where people are to be displaced by automation. We would rather have them on the job training and ready to fit into another job than to be unemployed."

As to labour representation, "we have been very scrupulous and careful and attentive to see that labour has its representation." In the Department of Labour alone, he added, there were 30 labour representatives on various committees.

The Minister of Trade and Commerce, who had formerly been Minister of Transport, pointed out that on every trade mission sent abroad, there is at least one labour representative.

The Minister of Transport told the delegation that the "important and difficult problems" they had raised were going to be dealt with "in a very comprehensive fashion." The problem of Section 182 was to be studied by the Standing Committee on Railways, Canals and Telegraph Lines at this Session.

Mr. Balcer thought the Brotherhoods suggestion about a warning system at railway crossings for all public carrying conveyances was "an extremely sound proposal."

Here Mr. Hutchinson drew attention again to the delegation's requests concerning Section 182 of the Railway Act, giving a history of the section and citing instances in which the railways had evaded its requirements.

Three Provincial Labour Federations Present Annual Briefs to Government

Quebec Federation of Labour proposes direct government intervention in economy
N.S. Federation demands immediate action to solve "serious employment crisis"
Alberta Federation calls for implementation of five-day, 30-hour work week

Quebec Federation of Labour

The Quebec Federation of Labour (CLC) presented its annual brief to the Government of Quebec on February 26. The delegation from the Federation, representing 235,000 members, was led by Roger Provost, President.

In its brief, the QFL requested:

—Direct government intervention in the economy, and increased nationalization.

—Inter-Government co-operation (the European Economic Community was cited as a model).

—Expansion of the provincial Government's planned public-private investment corporation to enable the investment of the savings of Quebec residents in industry in the province.

—Establishment of a steel industry in Quebec.

These measures were essential in the fight against unemployment in Quebec, the QFL said.

Labour reforms requested in the brief included:

—Drafting of a "coherent and equitable" labour code;

—Abolition of last year's amendment to the Labour Relations Act (Bill No. 78) that provides for compulsory arbitration and the banning of strikes during the term of a collective agreement;

—Recognition of the right of provincial civil servants and of forestry workers to belong to labour unions;

—limitation of the number of professional corporations, the members of which are exempt from the provisions of the Labour Relations Act;

—Extending to union organizers the right to enter forestry camps.

Other requests in the brief called for the establishment of portable pensions, the introduction of a complete health insurance scheme, and an investigation into drug prices.

Further, the Federation requested restrictions on real estate speculation, lowering of income taxes, and the introduction of a government-operated automobile insurance plan similar to that of Saskatchewan.

In presenting its brief, the Federation expressed "deep disappointment" with the "superficial and late action, not to say opposition to progress, of the federal and provincial governments in connection with unemployment."

Nova Scotia Federation of Labour

In its annual brief to the provincial Government, presented in February, the Nova Scotia Federation of Labour emphasized the "serious crisis" that existed in the Province.

In the Sydney area, 23.5 per cent of the work force was unemployed during December and the figure was rising closer to 28 per cent at the time the brief was presented, the Federation said. It demanded immediate action to expand and diversify the Nova Scotia steel industry and to ensure its competitive position in domestic and export markets.

The brief requested the establishment by the federal Government of an industrial development planning board for the Atlantic Provinces together with a capital development fund, and the adoption of trade and fiscal policies suited to the geography and natural resources of the area. It also called for the use of international credits for underdeveloped countries.

The labour delegation asked the Government to take whatever steps were needed to keep the New Waterford No. 16 colliery in operation.

"We maintain that the solution to unemployment and economic decline does not lie in winter works projects alone, but rather in long-term planning for industrial development and in immediate stop-gap measures for the areas of the province where a depressed condition exists."

The brief declared that increasing productivity would not solve the unemployment problem. "On the contrary, unless the economy grows fast enough to absorb the redundant workers in the same or other industries, increasing productivity reduces job opportunities."

The Federation urged the establishment of a fisheries research centre at Glace Bay, and that every effort be made to put the fishing industry in a stronger economic position. It requested the provincial Government to ask the federal Government to have the 12-mile limit apply to foreign draggers as it currently applies to Canadian fishing vessels.

The brief, presented by Ed Johnston, President of the Federation, made specific proposals to spur industrial development in the province. These included establishment of a gypsum processing plant, extension of the federal shipbuilding subsidy to apply to wooden-hulled vessels, and government operation of all power generating and distributing utilities in Nova Scotia in order to be able to offer lower rates to new industry.

Alberta Federation of Labour

A brief presented by the Alberta Federation of Labour in January to the Alberta Government requested the establishment of a five-day, 30-hour week with the same pay. Such a step would help solve the unemployment problem, the Federation said.

Criticizing the amendments made to the Alberta Labour Act in 1960, the labour delegation called for a number of changes in the Act. The changes concerned:

—An overhaul of bargaining rights,

—Improved methods of certification,

—Improved methods of taking strike votes,

—Measures to counteract the hiring of "professional strikebreakers" by employers,

—Measures to ensure closed shops.

The Federation urged implementation of anti-discrimination legislation, and called for legal barriers against the employment of youths under 16 to work on construction or similar projects and against the hiring of girls under 18 for restaurant work.

Rigid enforcement of the Lord's Day Act to curb construction work on Sunday was also requested.

Additional requests in the brief were for improved health standards in work camps; the entire financing of education by the provincial and federal Governments; the adoption of the Hansard procedure in the Legislature; and introduction of specific highway safety measures.

Sanitation and health standards in "temporary" work camps were criticized in the brief and remedial action requested. Some camps had actually become permanent, but were still lacking satisfactory sanitation facilities and offered only cramped quarters.

Dealing with highway safety, the Federation asked that greater care be exercised in granting licences, that motor vehicle inspection centres be established throughout the province, and that registration offices be established to ensure that commercial drivers would not exceed 10 hours driving without having eight hours rest. Also suggested was a compulsory Government-sponsored car insurance plan based on the Saskatchewan pattern.

The delegation from the Federation was headed by President Jack Hampson and Secretary F. C. Bodie.

Industrial Fatalities in Canada during the Fourth Quarter of 1961

Deaths from industrial fatalities numbered 235 during fourth quarter last year, a decrease of 44 from previous quarter and of 13 from same quarter of 1960

There were 235* industrial fatalities in Canada during the fourth quarter of 1961, according to the latest reports received by the Department of Labour. This is a decrease of 44 from the previous quarter, in which 279 were recorded, including 48 in a supplementary list. In the fourth quarter of the previous year, 248 fatalities were recorded.

During the quarter under review, one accident resulted in the deaths of three or more persons. On December 6, four crew members of the herring seiner *Cape Norman* were lost when the vessel sank in the vicinity of Maude Island, B.C.

Grouped by industries (see chart page 417), the largest number of fatalities, 51, occurred in the construction industry. Of these, 20 were in buildings and structures, 10 in highways and bridges and 21 in miscellaneous construction. For the same period of the previous year, 50 fatalities were recorded: 31 in buildings and structures, 13 in highways and bridges and 6 in miscellaneous construction. During 1961's third quarter, 80 construction fatalities were listed: 32 in buildings and structures, 22 in highways and bridges and 26 in miscellaneous construction.

There were 37 fatalities in the transportation, storage and communication industry during the quarter; 15 of these were in railway transportation, 8 in water transportation, 8 in local and highway transportation, 3 in air transportation, 2 in storage and 1 in telegraphs and telephones. Fatalities recorded in this industry for the same period in 1960 numbered 23, of which 8 were in local and highway transportation, 6 each in railway transportation and water transportation, 2 in air transportation and 1 in storage. During the third quarter last year, 36 persons were killed in this industry: 12 in local and highway transportation, 9 in steam transportation, 8 in air transportation, 5 in water transportation and 1 each in storage and the unclassified category.

The 35 fatalities that were recorded during the fourth quarter in the manufacturing industry were distributed as follows: 9 in wood products, 5 in transportation equipment, 4 each in paper products and iron and steel products, 3 each in food and beverages, non-metallic mineral products and chemical products, 2 in non-ferrous metal products and 1 each in textile products and printing and publishing. During the same period of the previous year, 43 fatalities were recorded; 12 were in iron and steel products, 7 each in food and beverages, wood products, and transportation equipment, 2 each in textile products and paper products and 1 each in non-ferrous metal products, electrical apparatus products and non-metallic mineral products. Accidents during the third quarter of 1961 resulted in 56 deaths: 23 in iron and steel products, 6 in chemical products, 5 each in food and beverages, wood products and transportation equipment, 3 each in paper products, non-ferrous metal products and miscellaneous manufacturing, 2 in non-metallic mineral products and 1 in electrical apparatus.

The number of fatalities recorded in logging during the quarter was 27, the same as during the fourth quarter of 1960 but an increase of 5 from the 22 listed during the third quarter of 1961.

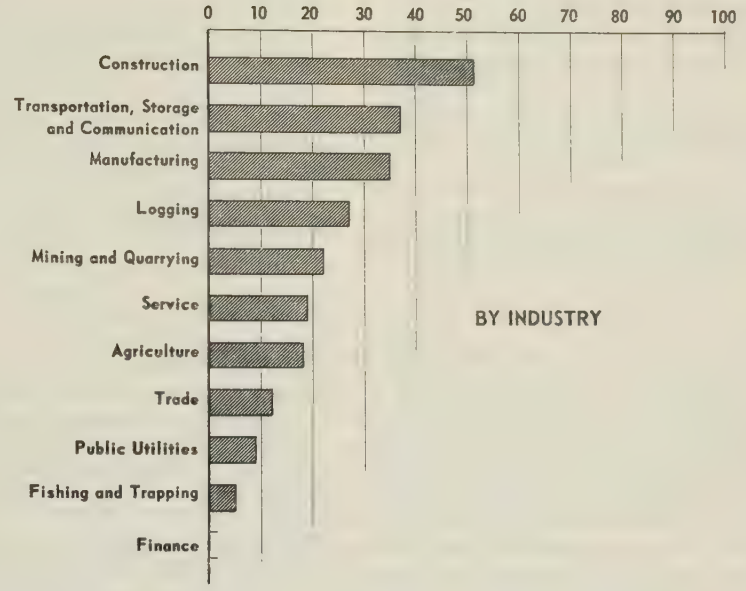
The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

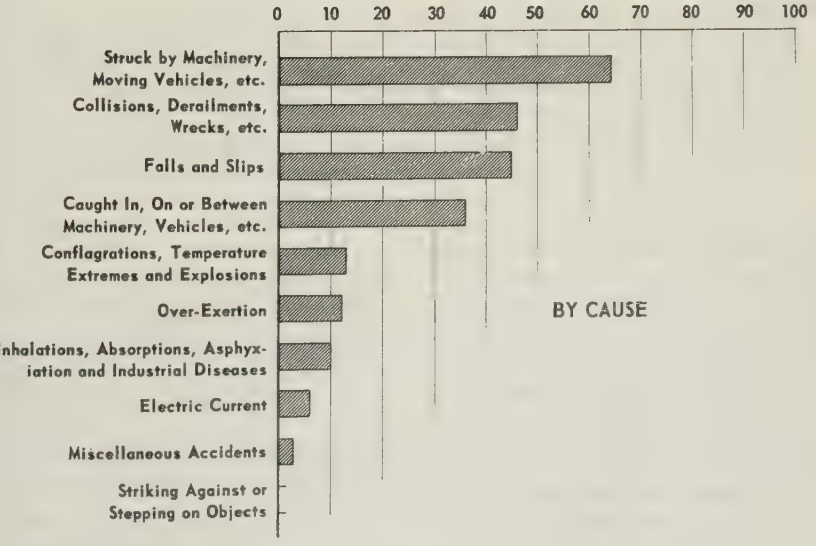
Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

*See Tables H-1 and H-2 at back of book. The number of fatalities that occurred during the fourth quarter of 1961 is probably greater than the figures now quoted. Information on accidents that occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 47 fatalities for which no reports have been received.

INDUSTRIAL FATALITIES IN CANADA

Fourth quarter of 1961





SOURCE: ECONOMICS AND RESEARCH BRANCH, DEPARTMENT OF LABOUR.

Twenty-two fatalities were recorded in the mining industry: 12 in metal mining, 6 in coal mining and 4 in non-metallic mineral mining. During 1960's fourth quarter, 45 fatalities occurred: 29 in metal mining, 5 in coal mining and 11 in non-metallic mineral mining. Twenty-eight fatalities were listed for the third quarter of 1961: 19 in metal mining, 3 in coal mining and 6 in non-metallic mineral mining.

An analysis of the 235 fatalities during the fourth quarter (see page 417) shows that 65 (27 per cent) were the result of being "struck by" different objects: 47 were in the category "other objects", 9 were caused by "moving vehicles" and 8 were the result of being struck by "tools, machinery, cranes, etc."

Forty-six fatalities were under the heading "collisions, derailments, wrecks, etc."; 31 of them involved automobiles and trucks, 8 involved tractors and loadmobiles, 4 involved aircaft, 2 involved railways and 1 involved watecraft. Forty-five fatalities were caused by "falls and slips,' all by falls to different levels. Thirty-six fatalities were the result of being "caught in, on or between." Of these, 15 involved tractors and loadmobiles, 8 involved trains and other railway vehicles, 5 involved machinery, 4 involved hoisting and conveying apparatus, and 3 involved automobiles and trucks.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 81. In British Columbia, there were 57; in Alberta, 31; and in Quebec, 21.

During the quarter, there were 101 fatalities in October, 74 in November and 60 in December.

Immigration to Canada Decreased in 1961

Immigration to Canada decreased by more than 32,000 in 1961, with a total of 71,689 new arrivals recorded during the year in comparison with the 104,111 in 1960. The proportion of immigrants who entered the labour force declined in comparison with 1960, when more than a half (53,573) of the total was destined to the labour force. In 1961, when 34,809 immigrants reached Canada's labour market, 36,880 entered the country as dependents not destined to the labour force.

Manufacturing, mechanical and construction trades remained the most numerous group among the occupational categories with 8,076 persons. For the first time, the professions were second with 6,696 entrants; service occupations that were the second most numerous group a year ago were pushed to third place in 1961 with 6,557 persons on record.

Clerical occupations moved up from fifth to fourth place among the groups with 4,232 immigrants, while the labourer category was reduced to 3,982 in comparison with the 7,482 recorded in 1960, and thus moved from the third to its new fifth place. Agricultural workers remained the sixth, although their numbers decreased to less than half, from 5,321 in 1960 to 2,341 in 1961.

The number of U.K. immigrants dropped from 18,585 in 1960 to 11,870 in 1961; U.S. immigrants increased from 11,247 to 11,516. Almost all other origin areas were down.

Collective Bargaining Scene (*Continued from page 440*)

MONTREAL COTTONS, VALLEYFIELD, QUE.—UNITED TEXTILE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,700 empl.—wage increases for hourly-rated empl. of 8¢ an hr. eff. Feb. 12, 1962 and 5¢ an hr. eff. Feb. 11, 1963; wage increases for empl. on bonus plan of 5¢ an hr. eff. Feb. 12, 1962 and 2¢ an hr. eff. Feb. 11, 1963; empl. will receive 2¢ an hr. for all hrs. worked between Feb. 12, 1961 and date of signing; evening shift premium remains at 5¢ and night shift premium will be 8¢ (formerly 7¢); vacation pay will be 6% of annual earnings after 20 yrs. of service (formerly after 25 yrs.) and 7% of annual earnings after 25 yrs. of service; bereavement pay provision introduced.

NFLD. EMPLOYERS' ASSN., ST. JOHN'S, NFLD.—LONGSHOREMEN'S PROTECTIVE UNION (IND.): 1-yr. agreement covering 1,000 empl.—general wage increase of 2¢ an hr. retroactive to Jan. 1, 1962; employers' contribution to union welfare fund increased to 16¢ an hr. (previously 8¢ retroactive to Jan. 1, 1962; stevedore's new rate will be $1.90 an hr.

SASKATCHEWAN HOSPITALS, MOOSE JAW, NORTH BATTLEFORD, PRINCE ALBERT AND WEYBURN, SASK.—PUBLIC SERVICE EMPL. (CLC) & CLC-CHARTERED LOCAL (NON-PROFESSIONAL WKRS.): 1-yr. agreement covering 1,000 empl.—wage increase of 2½% retroactive to Jan. 1, 1962; nurses' aides will receive from $196 to $244 a mo.

STEINBERG'S LTD., ISLAND OF MONTREAL, QUE.—EMPL. PROTECTIVE ASSN. (IND.): 3-yr. agreement covering 2,400 empl.—wage increases of $2 to $5 per wk. eff. September 24, 1962; weekly hrs. reduced from 44 to 42 eff. March 26, 1962, to 41 eff. March 25, 1963 and to 40 eff. March 24, 1964; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.).

Architectural Barriers to the Handicapped

Disabled persons, fully trained for a job, often find high steps and narrow doorways prevent their entering the building in which a job awaits. Study in the U.S. produces specifications to make building accessible to the handicapped

Barriers presented by high steps, narrow doorways and other features of public buildings frequently obstruct handicapped and senior citizens in their efforts to lead a full and productive life in the community.

Many a disabled person has completed an intensive course of physical restoration and vocational preparation to enable him to resume his place as a wage earner and responsible member of his community only to find his way blocked by architectural features of buildings which prevent his using the building to do a job that he is fully capable of performing. Many a senior citizen has found himself more and more restricted in his participation in church and community life because of the physical strain imposed by stairs.

A recent study in the United States has come to the assistance of the Civilian Rehabilitation Branch in the Department of Labour, the Canadian Paraplegic Association and other organizations in their efforts to remove architectural barriers to the handicapped.

The United States Society for Crippled Children and Adults and the President's Committee on the Employment of the Handicapped co-sponsored a study into the architectural problems faced by persons who use wheelchairs, prostheses, braces or crutches as well as those with poor sight or hearing or poor co-ordination.

After two years of study, the Committee, representative of 48 national organizations, drew up specifications recommended for making public buildings and facilities accessible and safe to the handicapped and infirm.

Standards

These standards, recently approved by the American Standards Association, include:

—The grading of ground to normal entrance level.

Public walks at least 48 inches wide with a grade not greater than 5 per cent.

—Some extra-wide spaces in all parking lots for persons with wheelchairs or on braces or crutches.

—At least one entrance in every building that can be used by persons in wheelchairs.

—Ramps with a gradient of not more than 1 foot in 12 feet, or 8.33 per cent.

—Stair risers of not more than 7 inches.

—At least one hand rail on each stair extending 8 inches beyond both top and bottom steps.

—Lightweight doors not less than 32 inches wide with thresholds as nearly level with the floor as possible.

—Floors with non-slip surfaces.

—Toilets with at least one stall wide enough for a person in a wheelchair.

—Water fountains, public telephones, controls for lights and heat, fire alarms, etc., at a level convenient to a person in a wheelchair.

These standards are being distributed to federal and provincial departments of Public Works, architectural associations and others, who, by their combined efforts can do much to assure that older citizens and the disabled can fully participate in the life of the community.

Recent Applications

That architects and builders are already giving thought to this problem is evident. Three examples from different parts of Canada are:

—The New O'Keefe Centre for the Performing Arts in Toronto has incorporated features to make it readily accessible to persons in wheelchairs or otherwise disabled. The entrance to the Centre is step free: there is not a single step from car to main floor of the theatre. Within the theatre itself eight to ten wheelchairs can easily be accommodated, in an excellent location, at any one performance.

—Fort Garry United Church, the second building in Fort Garry to have a ramp for the convenience of the handicapped—Fort Garry Public Library, opened in 1959, was the first—has just built a Christian Education building with a ramp leading from the main entrance of the church into a hall from which access may be had to either the church or the new building.

—In Halifax a new bowling alley has included street level entrances, easily managed ramps and special facilities in the rest rooms for wheelchair users.

Preparation of Girls for Employment

(*Continued from page 394*)

On women's participation in unions, Miss Samis said the labour movement had been slow to recognize the change from a male organization that had been taking place. Women tend not to be active members, she said, but when they become convinced of the need for action, they are fully capable of working, "and fighting," alongside men.

Women union members believe there is a need for guidance about further training, express concern for guidance for their children and about better day care facilities, and seek information about automation: whose job will be eliminated?

Miss Duval reported the findings of a survey conducted by the CNTU in 1959 among the organization's women members.

It was apparent she said, that the working woman who did not have the chance to take all the schooling she would have liked found little satisfaction in her work.

Dr. Robinson said that in January 1961 there were 114,000 female teachers, 72 per cent of the total teaching force. This proportion is declining but, at the moment, only slowly. Nevertheless, such a change indicates a need for greater clarity concerning the special role of women in the teaching profession.

Mr. McKim told the meeting that at present the NRC employed 422 women, of whom one third were married. Among them, 21 were professional scientists and 83 were supporting technical staff, mainly laboratory technicians. Only one of the 21 scientists had the classification, Senior Research Scientist.

The small number of women participating in scientific research, he believed, resulted from the small supply of trained women, and the relatively small demand in Canada for trained scientists or technicians. He also cited the prevalent opinion that it was "not as natural for a girl to possess scientific talent as for a boy."

Mr. McKim thought there was a need to improve the teaching of mathematics and to give girls experience in using electronic equipment and in working with machine tools.

In the atfernoon, Dr. Bruce McFarlane, Department of Sociology, Carleton University, told of the survey that he and Dr. Oswald Hall had conducted for the Department's Research Program on the Training of Skilled Manpower. In the survey, all persons 21 years of age in an Ontario community were interviewed about their schooling, further training, type of employment they had entered, how they obtained their job, and other facts of their work.

Of the girls in the survey who were then working outside the home, the majority were in white-collar occupations. There were some nurses, some teachers, a small proportion at university, and some in semi-skilled and unskilled occupations. The only skilled manual occupation the girls had entered was hairdressing.

The schools and individual teachers had helped some of the girls find their first jobs but most had found their jobs on their own. Some had been placed by the National Employment Service.

Most of the girls interviewed thought there had been too much emphasis on nursing and teaching in the vocational guidance they received. Even those who had gone on to university thought that guidance officers seemed to know only about the courses leading to high school teaching.

After Dr. McFarlane's talk, a panel of three discussed vocational guidance. They were a high school counsellor, a counsellor from a social service agency, and a women's counsellor from the NES.

The consensus of the meeting was that the home is important in moulding attitudes toward work, that children from families with special problems need special help and guidance, in which the home, school and social agency must co-operate, and that liaison between the NES and the schools was important.

"There was agreement too that prevailing attitudes and practices of our society tend to limit the outlook and opportunity of women in the working world. Programmes of vocational counselling and training should take account of such attitudes and practices and help to free girls and women to develop their full capacities, looking to responsible participation in the social and economic life of the nation."

The Working Women of Belgium

Every fourth Belgian worker is a woman. The more than one million working women make up about 27 per cent of all girls and women over 15 years of age

In Belgium every fourth worker is a woman. These women, more than one million in number in 1960, make up about 27 per cent of all girls and women over 15 years of age.

Where they work: About one-third of the working women of Belgium are employed in manufacturing. Most of these work in the clothing and textile industries, but large numbers are employed in metal working industries, food and beverages, chemicals, electrical apparatus, paper making and book-binding.

Services of various kinds employ almost half of the working women in Belgium. Domestic service alone employs 200,000 women, and large numbers also are engaged in hotels and restaurants. The civil service at various levels of government employs a high proportion of women, as do the health and welfare services and teaching.

Another 13 per cent of working women are employed in commerce, banking and insurance, the bulk of them being engaged in retail selling. Only 5 per cent are employed in agriculture.

Most professional women in Belgium, as in Canada, are either teachers or nurses.

Although it is not possible to obtain statistics on the number of women in the professions, the proportion of girls studying in the various professional schools gives some indication of the trend. In 1959-60, for example, 42 per cent of students in pharmacy were women; 24 per cent of those in journalism; 22 per cent of those in dentistry; 15 per cent of those in law; 13 per cent of those in medicine and 8 per cent of those in actuarial science.

Their marital status: About 36 per cent of working women are married. The law prohibits a pregnant woman from working during the last six weeks before confinement and for six weeks afterwards and employers in industry are required to grant their female employees leave for this period. White-collar workers are entitled to 30 days of paid maternity leave; for the remainder of the leave period the woman worker is paid 60 per cent of her earnings from the social insurance fund.

There are about 55 public crèches in Belgium under the jurisdiction of L'Oeuvre Nationale de l'Enfance, which co-ordinates and inspects all child care facilities. The crèches are located only in the large centres, making it difficult for working mothers, many of whom live outside the towns and cities, to bring their children to the crèches. Working mothers tend therefore to depend on private nurseries near their homes or on daily baby sitters.

Part-time work exists only on a very small scale and is practically unknown in industry. There is some demand for part-time household help. Some secretaries to professional people, and some teachers and nurses also work part-time. There are a few part-time workers in public service such as the tramway systems, the postal and radio services and the customs administration.

Their participation in trade unions: About 15 per cent of the total trade union membership in Belgium is made up of women. Only one woman worker in 10 is a union member.

Equal pay: Belgium has ratified the ILO Convention on equal pay for equal work. The principle is generally applied throughout the central, provincial and local government services.

The Government has also played an active part in promoting the wider application of equal pay for equal work through the collective bargaining process. In 1956, the Government requested the chairmen of all national joint committees in the various sectors of industry, commerce and agriculture to give special attention to this question and to make every effort to negotiate collective agreements that would reduce progressively any differences between men's and women's wages for work of equal value.

The first general report on equal pay in the country, made in 1957, showed that of the 44 joint committees reporting, the principle was applied in nine sectors and was to be introduced in three more in a short time. In six other sectors, sex differentials had been eliminated by an increase in the minimum wages of women workers.

Many of the committees emphasized the need for job evaluation and classification as a first step toward establishing equal rates of remuneration. Eight of them had initiated such studies. In eight sectors no women were employed and in ten sectors the question had not yet been discussed.

Late last year the Government convened a meeting of the heads of the various joint committees to encourage additional steps toward the implementation of the principle. A further report on the equal pay situation is expected later this year.

Retirement—A Study of British Attitudes

Study by Acton Society Trust of retirement policies and practices in Britain based on questionnaire sent to 60 firms, each with 10,000 or more employees

In undertaking a study of retirement policies and practices in Britain, the Acton Society Trust was concerned with attempting to throw some light on what is both a crucial stage in the lives of individuals and a growing social and economic problem—retirement.

The report of the study* summarizes the evidence derived from various sources, from academic research, and from some first-hand inquiry into the retirement practices of particular firms. In the survey, questionnaires were sent to 60 companies, each of which employed 10,000 or more people. Information was received from 55 of the companies.

The evidence showed that there is apparently no truth in the suggestion that very large companies are more likely to have rigid, rather than flexible retirement ages. Of the 55 firms reporting, only 19 had rigid retirement ages, 1 was in transition to such a policy, 6 had rigid retirement ages for some employees, and 29 had flexible retirement ages.

The companies with flexible retirement policies maintained that they found their elderly workers quite satisfactory and/or that it was management's job to discriminate and, therefore, to decide who should retire and who could continue. They also put forward the more humanitarian reason that people should be allowed to stay at work if they wished and were fit to do so.

The main reasons given for adopting compulsory retirement ages were that it was administratively simpler, facilitated promotion, avoided the problem of discrimination between individuals, and had the advantage of not retaining employees who were inefficient.

The survey indicated that pension and retirement ages were usually five years lower for women than for men. The researchers were surprised with the prevalence of managers' allegations that generally older women were unsatisfactory employees. They, therefore, collected what objective evidence they could find, mainly on sickness rates. This suggested that there seemed to be little medical or even psychological evidence to support the earlier retirement age for women. They are absent more often than men but the gap between men and women was found to be less in the age group 55 to 59 than in any other. It was considered that there may be social reasons for retiring women earlier, however.

What information was obtained of average retirement ages showed that women, when given an option, chose to retire earlier than men did.

The report points out that in any discussions of the appropriate retirement age for women, the issue of parity with men must inevitably arise because of the extension of equal rights for women. The pro's and con's of parity were debated thoroughly at the 1959 and 1960 conferences of Representatives of Trade Unions Catering for Women Workers. The issue was brought to a head when the Trades Union Congress's National Women's Advisory Committee considered national superannuation proposals. The Committee in its report to the 1959 Women's Conference gave the opinion "that equality as to retirement age is more in harmony with the changed role and status of women in the twentieth century."

The arguments put forward for this view were summarized as follows:

1. National superannuation requires the same percentage contribution for both sexes. The right to the same amount of pension demands the acceptance of the same retirement age.

2. There is a danger of discrimination against women in employment if a lower pensionable or retirement age is enforced.

3. If women are restricted to a shorter working life than men, there is a danger of retarding the general trend toward the establishment of equal pay and of hindering women from obtaining work of equal value with men.

4. An earlier retirement age sometimes deprives women of opportunities for training for promotion and for reaching top positions, and causes wastage of skill and training after premature retirement.

5. There is no evidence that women are less physically capable of continuing work to the age of 65 than men.

6. Women find themselves in an unfavourable economic situation at an earlier age than men, as lower salaries bring lower pensions; even where equal pay operates, women receive lower pensions than men because of earlier retirement.

**Retirement—A Study of current attitudes and practices.* The Acton Society Trust, 1960 London, U.K. Price: 5s.

INTERNATIONAL LABOUR ORGANIZATION

Announce Syllabus of First Course at ILO Institute for Labour Studies

"The Labour Force and Its Employment" is theme of 12-week course that begins September 17 and ends December 7. Course will accommodate thirty candidates

The theme of the first course at the International Institute for Labour Studies, to be held in Geneva from September 17 to December 7, will be "The Labour Force and Its Employment." The course will accommodate 30 students.

The course is designed for persons who have already acquired a certain experience with labour problems and who are likely to rise to positions of greater responsibility in the years to come.

Candidates must be sponsored by their employing organization, who must undertake to continue paying their salaries during their absence. The Institute provides travelling expenses and living expenses.

The International Labour Organization Branch of the Department of Labour has sent information material and application forms to the major Canadian organizations of labour and employers, provincial Departments of Labour, the National Productivity Council, the Canadian Federation of Mayors and Municipalities, and the National Conference of Canadian Universities and Colleges.

The first week of the 12-week course will be devoted to a study of the characteristics of economic development. Course participants are expected to be familiar, before arriving, with the characteristics and main problems of economic development. Materials and reading lists will be sent to participants as soon as they are selected.

Two weeks will be devoted to the examination of a wide range of labour problems, including:

- wages and the status of wage earners;
- organization of workers and the functioning of their organizations;
- relations between employers and workers and workers' participation in management and social institutions of the undertaking;
- social security and welfare;
- special labour problems relating to rural areas;
- labour problems of economic growth and development planning.

Study of the central theme of the course will cover the remaining nine weeks.

The analysis of this subject will include the distribution of the labour force and its mobility; methods of manpower assessment including the forecasting of manpower resources and requirements; the employment objectives of economic development; manpower planning; and the institutions for the organization of employment such as vocational guidance, vocational training and employment service organizations. It will also cover international standards and the work of the ILO in these fields.

The course will, moreover, examine certain specific problems such as underemployment; the transfer of labour from agricultural to non-farm employment and from rural areas to urban areas; the evolution of a stabilized urban industrial labour force and the problems of transition to it; and the canalizing of labour in particular directions.

The selection of participants will be made by the Director of the Institute.

Endowment Fund Donations

Further contributions to the endowment fund of the ILO International Institute for Labour Studies have been announced.

Denmark has decided to contribute $36,500, Austria to contribute $19,300, Finland $15,000, Norway $26,000, Ireland $15,000, United Arab Republic $20,000, and Turkey $2,500.

Thirty-one countries have now made contributions to the Endowment Fund of the Institute, and donations now total almost $4 million. The initial target is $10 million.

151st Session, ILO Governing Body

During its 151st session, held in Geneva from February 26 to March 9, the Governing Body of the International Labour Office approved the 1963 budget of the International Labour Organization with only two dissenting votes, those of the Rumanian and U.S.S.R. Government members.

The budget, totalling $13,606,359, will go to the International Labour Conference in June for adoption. The 1962 budget comes to $11,115,438.

The new budget calls notably for increased appropriations for the Organization's practical activities in the field of technical co-operation—up from $656,000 in 1962 to $1,279,000 in 1963. These credits are independent of those available to the ILO under the United Nations Expanded Program of Technical Assistance and under the United Nations Special Fund.

Early in the session, the Governing Body re-elected David A. Morse as Director-General of the International Labour Office for a new five-year term to begin in 1963. At the previous session of the Governing Body in November 1961, Mr. Morse asked to be relieved of his duties for personal reasons. But on January 9 he informed the Governing Body that, taking into account a number of representations made to him by Governing Body members, he had decided to withdraw his resignation. The Director-General was re-elected by 37 votes. The Governing Body is composed of 40 members, 20 of them representing governments, 10 representing employers and 10 representing workers.

The Governing Body also acted during the session to give effect to the conclusions adopted by various ILO meetings held recently—Meeting of Experts on Electrical Accidents, Technical Meeting on Small-Scale and Handicraft Industries, Meeting of Consultants on the Problems of Young Workers, Fourth Session of the Committee on Work on Plantations, etc.

The Governing Body approved two reports submitted to it by its Committee on Freedom of Association. These reports contained the Committee's conclusions concerning alleged violations of freedom of association in various countries.

The report of the Commission to examine the complaint filed by the Government of Ghana concerning the observance by Portugal of the Abolition of Forced Labour Convention, 1957, was brought to the notice of the Governing Body. The findings of the Commission were accepted by the representatives of the two countries concerned.

The Governing Body decided to refer the complaint filed by the Government of Portugal concerning the observance by Liberia of the Forced Labour Convention, 1930, to a Commission of Inquiry according to the procedure adopted in the case of Ghana's complaint against Portugal.

The Governing Body authorized the Director-General to prepare comprehensive proposals for the establishment of an International Centre for Advanced Training at Turin, Italy, under the auspices of the International Labour Organization. It also approved the convening of a preparatory technical meeting of representatives of the countries interested in the establishment of an Inter-American Vocational Training Research and Documentation Centre.

The Governing Body considered and approved the reports submitted by the Board of the International Institute for Labour Studies relative to the Institute's program and to its budget.

Regarding the program for 1963, the Governing Body approved the Board's proposal to begin research activities in 1963.

By virtue of this decision, Hilary A. Marquand, Director of the Institute, is authorized to hold a special research conference in the spring of 1963. Six or eight leading scholars of established reputation in labor studies in their own countries and who also possess direct experience of countries in course of economic development are to be invited to this conference. They will join in discussion and exchange of ideas with the staff of the Institute, with members of the staff of the ILO and with any members of the Advisory Committee of the Institute who are able to attend.

Tanganyika Becomes 102nd Member of ILO

Tanganyika, admitted to the United Nations on December 14, 1961, has just become the 102nd member of the International Labour Organization.

In a letter to David A. Morse, Director-General of the International Labour Office, Rashidi Kawawa, Prime Minister of Tanganyika, stated that his country formally accepted the obligations of the Constitution of the International Labour Organization, and that it continued to be bound by the obligations of the 18 International Labour Conventions that had previously been made applicable to the territory of Tanganyika by the United Kingdom.

Manpower Situation, First Quarter, 1962

Since the low point of the recession, in the first quarter of 1961, economic activity in Canada has been increasing at an encouraging pace. The lost ground in industrial production was virtually recovered by the middle of 1961, and by the end of that year the index (seasonally adjusted) was 4.7 per cent above the previous peak.

Employment showed an impressive advance last year, increasing by 2.1 per cent between the first and fourth quarter. During the same phase of the preceding cyclical upturn, the increase in employment was 1.2 per cent.

Since May of last year, the range of increases in both production and employment has been broader than at any time since 1956. The improvement has been widespread throughout industry.

The recovery appeared to lose some of its momentum early in the first quarter of this year. The seasonally adjusted index of industrial production declined by just over 1 per cent between December and January. Production was off in manufacturing, mining and electric and gas utilities. Housing starts (seasonally adjusted) declined slightly during January for the second successive month.

At the same time, there were many indications of continued strength. Exports were maintained in January at the high level of the fourth quarter. Retail sales held up better than usual in January and February. Motor vehicle production has shown a vigorous upturn, in response to the upward trend in sales; output of motor vehicles in the first quarter was 24 per cent higher than a year ago, and higher than any similar period since 1954.

Non-agricultural employment (seasonally adjusted) increased by just under 1 per cent between the fourth quarter of 1961 and the first quarter of 1962, a considerably larger advance than in either of the two previous quarters. The increase was mainly in service-oriented industries, particularly community and government service, trade and transportation.

Construction employment made its best showing in the current recovery; there was noticeable strengthening in the non-residential sector. In other important industrial divisions, employment did not quite match the levels of the previous quarter. Manufacturing employment fell more than seasonally during January and February, but showed some improvement in March. During the last nine months of 1961, manufacturing employment rebounded strongly from the recession; the previous peak was surpassed shortly after mid-year.

Employment in mining declined during the opening quarter of 1962 after showing renewed strength during the third and fourth quarters. The underlying employment trend in forestry remained fairly stable, as it did during most of last year. Forestry, like manufacturing, construction, mining and transportation, is typically sensitive to cyclical variations in economic activity. All of these industrial divisions shared in the downturn of general business activity and only forestry has failed to respond in the upturn. Mining has made a relatively slow recovery, as expected, because of declines in coal mining and uranium.

The mixed picture that has been apparent in recent months is typical of the middle stage of recovery. At this point in previous business cycles, many key economic indicators showed signs of hesitancy, after which they expanded again, though at a more moderate rate than in the initial stage of recovery. The recent recession was less severe than the previous two, and its initial period of sharp recovery brought manufacturing employment above its pre-recession peak earlier than in the other cycles.

One Year After the Trough

In March 1962, roughly one year after the recovery got underway, total non-farm employment was 262,000 higher than a year earlier. Men accounted for about 70 per cent of the increase. Women's employment showed a further strong advance during the past year.

During the recession, men's employment declined by an estimated 69,000, mainly reflecting production cutbacks in durable goods manufacturing industries and reduced activity in construction.

Much of the support for the rise in employment has come from renewed strengthening in manufacturing. In March, total manufacturing employment showed a year-to-year advance of 89,000. The service industry proper continued the high growth rate of the previous two years; community and government service continued as the most potent expansionary force in the nation's economy. The construction industry was also more active than the year before; most of the improvement took place in

recent months. Employment in agriculture showed a small net decline, although there was an increase over the year in the Prairie region.

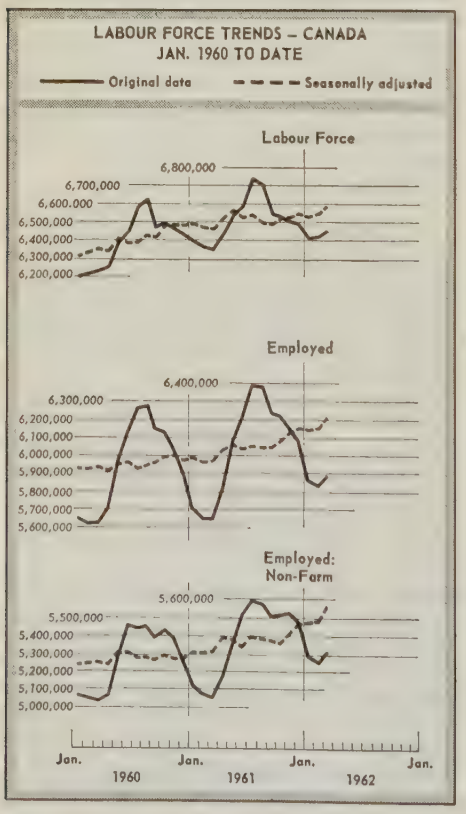
Employment Trends in Manufacturing

All major manufacturing industries showed some improvement during the past year. The main strengthening took place in durable goods industries, which showed the greatest weakness during the recession.

The electrical apparatus and supplies industries showed the most striking increase (10.8 per cent), mainly reflecting higher output of telecommunications equipment. A 6-per-cent rise in employment in transportation equipment was mainly in shipbuilding, although smaller gains were recorded in aircraft and in the automotive and parts industries.

The iron and steel industry has shown a fairly slow rate of recovery but has been operating at a relatively high level. In January 1962, the seasonally adjusted employment index stood at 104.7, which was only 3.6 per cent higher than the low point in the first quarter of 1961 and 6.9 per cent below the previous peak in October 1959.

A mixture of gains and losses among individual components accounted for the relatively slow advance in total employment in



iron and steel. Primary iron and steel made a fairly strong comeback, increasing by 6 per cent over the year, compared with a rise of 10 per cent during the first 12 months of the previous upturn. Since the decline was not as steep as in the 1957-58 recession, the more moderate recovery is not surprising.

In the fabricated and structural steel group, employment edged downward during the past year, whereas it increased by 4.5 per cent during the same interval of the previous recovery. The relatively poor performance of this industry can be traced to the low level of construction activity.

Employment increased substantially during the past year in heating and cooking appliances, but declined in agricultural implements.

The durable goods industries as a whole made a fairly strong comeback during the past year. At the end of January, the employment index stood at 114.0, which was only 3 per cent below the previous high. In most non-durable goods industries, employment either increased or remained stable during the recession. During the past year the increases have been fairly substantial; rubber, leather and textiles showed the largest gains.

The Recovery as Shown in National Accounts

The level of economic activity has moved upward strongly since the spring of 1961, under the stimulus of substantial increases in exports and expenditures on consumption and residential construction. A modest reversal of the previous downward movement in business capital investment provided additional strength in the latter months of 1961.

Government expenditure on goods and services also provided a moderate amount of strength, particularly in the first three quarters of 1961. Business inventory accumulation did not provide a significant degree of strength to the economy until the fourth quarter, when it increased sharply. A sharp rise in imports in the second half of the year moderated the rate of economic expansion.

The value of merchandise exports increased substantially during 1961 and by an increasing margin as the year progressed. For the first two quarters of that year, exports to the United States were, respectively, below and about even with those for the first and second quarters of 1960. Influenced by rising United States production and the decline in the external value of the Canadian dollar, exports to

the United States in each month from May to December were higher than in the corresponding months of 1960. For the year as a whole, exports to the United States were substantially higher in 1961 than in 1960.

While exports to the United Kingdom fell off slightly in 1961, exports to "other" countries rose sharply.

Among commodities, the main strength in 1961 came from wheat and was related to the agreements reached between the Canadian Government and the Governments of China and some other Communist countries. The export value of newsprint enjoyed only a slight increase, which was more than accounted for by the decline in the value of the Canadian dollar. In 1961, excess production capacity of non-ferrous metals on a world scale became more pronounced and, in the case of several metals, was accompanied by a weakening in world prices. Canadian exports of nickel—where the effect of the lower value of the Canadian dollar was intensified by a price rise—showed a large increase, but in aluminum and copper— which suffered price declines —export values dropped sharply. As scheduled, uranium ore declined very sharply, as did iron ore. Crude oil exports increased substantially during 1961, as did natural gas, especially following the opening of the pipeline to California late in the year.

Although the economy passed its cyclical turning point in the first quarter of 1961, there was no sharp advance in business inventories until the final quarter of that year. Earlier in the year, inventories were relatively high, as they had fallen off during only one quarter of the preceding recession. Retail, wholesale and manufacturers inventories all participated in the sharp fourth-quarter rise. The growing diffusion throughout the economy of increases in corporation profits, a moderate rise in wholesale prices and the anticipation of further increases in sales probably contributed to the growth in inventories in the fourth quarter.

Housebuilding made a moderate recovery during 1961, reversing the sharp decline of the previous year. After reaching a trough in the second quarter of 1960, housing starts (seasonally adjusted) rose in the third and fourth quarters of that year, and in the first quarter of 1961. Housing starts then fell off sharply in the second quarter and remained around this low level for the remainder of the year. For the year as a whole, housing starts were about one-fifth higher than in 1960.

The rise in housing starts can be traced, in part, to federal government measures in the second half of 1960 that extended Government-guaranteed housing loans to a wider group of potential house purchasers. At the same time, mortgage lending by private financial institutions increased as a result of higher interest rates. The sum of these loans and direct loans from CMHC continued to expand on a year-to-year basis through the first three quarters of 1961. In the fourth quarter, however, there was some apparent lag in the demand for housing.

Business spending on new non-residential construction and on new machinery and equipment reached a peak in 1957 and has been declining since. Despite sharply reduced investment in resource industries during the past four years, idle capacity continues to be widespread. A large volume of projects was completed during the first half of 1961. Bad weather and strikes in the spring of 1961 slowed activity on new projects and made for a very weak second quarter. There was, however, considerable strengthening in this sector during the second half of the year.

Consumption expenditure on non-durables and on services moved steadily forward during the recession. Expenditure on durables is much more sensitive to cyclical fluctuations. After declining cyclically through several quarters in 1959 and 1960, it has been advancing strongly in recent quarters, partly as a result of rising sales of new cars. The demand for other consumer durables has also been showing renewed strength.

Unemployment Trends

The sharp recovery in employment that has taken place in the past year has not been accompanied by an equally rapid expansion of the labour force. On the contrary, the labour force was quite stable during most of the year and has shown some tendency to rise only in the first three months of this year. The first-quarter average, however, was up less than 1 per cent over the year, compared with a gain of 3.5 per cent in employment.

Unemployment, being the difference between the number employed and the number in the labour force, consequently declined quite substantially during the year. Seasonally adjusted, the unemployment rate was as high as 7.9 per cent in December 1960 but has declined steadily since, to 5.8 per cent in March 1962, close to the low point that was reached in the recovery of 1959.

If duration is taken into account, the decrease in unemployment that occurred in 1961 was less marked than the decrease in the actual numbers of unemployed. The

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unemployed in the first quarter of 1962 had been looking for work for just over four months, on average. When aggregated in this way, changes from month to month and from year to year differ considerably from the changes in the actual numbers of unemployed. Thus, while the number of unemployed persons in the first quarter of 1962 was 20 per cent lower than a year earlier, the number of man-months of unemployment was down only 15 per cent.

Unemployed, by Occupation, First quarter, 1962

—	Percentage Distribution	Unemployment Rate[1]
All occupations	100	8.8
Office and professional	13	2.7
Transportation	10	13.3
Service	7	6.1
Primary	14	10.4
Manufacturing and Mechanical	15	7.4
Construction	17	25.9
Labourers	20	30.1
Never worked	4	n/a

[1] The unemployed in an occupation group as a percentage of the labour force in that occupation group.

The occupational distribution of most recent employment, as reported by the unemployed, was fairly even. The highest proportions of the total were either labourers or construction tradesmen, a reflection of the effects of winter slackness on these occupational groups. Seasonal patterns of unemployment are also reflected in the occupational unemployment rates. Thirty per cent of all labourers and 26 per cent of all construction workers were unemployed in the first quarter. The unemployment rate for office and professional workers, on the other hand, was about one third of the average.

Unemployed, by Age, Both Sexes, March 1962

Age Group	No. (000)	Per Cent Distribution	Unemployment Rate
All ages	560	100	8.7
14-19 years	77	14	13.5
20-24 years	92	16	11.4
25-34 years	128	23	8.7
35-44 years	105	19	7.1
45-54 years	87	16	7.2
55-64 years	58	10	8.2
65 and over	13	2	6.2

About three of every 10 unemployed workers in March were under 25 years of age, four were from 25 to 44 years old and three were 45 years or over. As a proportion of the labour force, unemployment was highest among those aged 14 to 19 years, decreasing fairly steadily to 6-8 per cent among those 35 years and over.

Family Characteristics of the Unemployed, January 1962

—	No. (000)	Per Cent
Relationship to head of family unit		
Total unemployed	545	100
Heads of family units	278	51
Single sons or daughters	164	30
Other relatives	55	10
Non-members of family units	48	9
Family units by number unemployed		
Total family units	439	100
One person unemployed	390	89
Two persons or more unemployed	49	11
Family units by number employed		
Total family units	439	100
None employed	223	51
One person employed	139	32
Two persons employed	52	12
Three persons or more employed	25	5
Family units by number of single children under 25 years not in the labour force		
Total units	439	100
No children	147	33
One child	86	20
Two children	70	16
Three children	55	13
Four or more	81	18

Data on the family characteristics have been tabulated at quarterly intervals since the beginning of 1960. The characteristics for January 1962, shown above, display much the same pattern as earlier surveys.

Of the 545,000 persons unemployed in January, 91 per cent were members of family units.* Just over half of all unemployed persons were heads of family units, and 40 per cent were single sons or daughters, or other relatives. Nine per cent were not members of family units.

The second part of the table (which excludes unemployed persons who are not members of family units) shows that 12 per cent of these family units had more than one person unemployed. At the same time, however, about half of the units in which someone was unemployed also had someone working. In fact, in 77,000 units there were two or more persons employed.

The table also indicates the number of dependents in family units with some unemployment. It shows that one third of these units had no wholly dependent children, a little more than one third had one or two children, and a little less than one third had three or more children.

* A family unit is defined as a group of two or more persons living together in the same dwelling and related by blood, marriage or adoption.

Regional Manpower Situation

ATLANTIC

Employment in the Atlantic region increased rather rapidly during the second and third quarters last year, but since then the improvement has been fairly modest. Manufacturing has shown remarkable stability during the past six months after figuring prominently in the earlier advance. On the other hand, construction and forestry, which responded slowly to the upturn in economic activity in the initial stages of recovery, have been improving recently. Forestry employment showed a particularly strong advance in the final quarter of 1961 after being at a very low level during the first nine months of the year. During the first quarter of 1962, forestry employment declined a little more than seasonally, but the level was still substantially higher than a year ago. In construction, the underlying employment trend showed signs of firming during the closing months of 1961 and there was some additional improvement in the first quarter of 1962.

The service-producing industries have not participated in the employment recovery to any large extent. Moderate gains occurred early in 1961, but since then employment levels in this group of industries have been generally steady, except for the normal seasonal fluctuations. In most recent years, the growth of service employment has been more moderate in this region than in the country as a whole.

Total employment in the first quarter of 1962 averaged 17,000 or 3.6 per cent higher than a year earlier. Almost all of the advance was among men. The increase was widely distributed among the major industrial divisions; manufacturing, forestry and construction showing the largest gains. Mining employment showed little over-all change as increased activity in metal mining and non-metal mining offset the decline in fuels.

The year-to-year increase in manufacturing employment was fairly widely diffused. Except for iron and steel, which was sharply lower than the year before, all major groups shared in the improvement. The largest advance was in transportation equipment; gains in shipbuilding and aircraft repair outweighed losses in railway rolling stock. The shipbuilding industry showed a marked improvement during the past year.

More moderate gains took place in wood and paper products and food and beverages. The iron and steel industry has shown little or no recovery so far. In January, the employment index was 7.4 per cent lower than a year ago.

Employment levels in January were substantially higher than a year ago in four of the five industrial areas in which statistical data are published. The exception was Sydney, which experienced a 3.6-per-cent decline, mainly reflecting the lower level of activity in the iron and steel industry. For Saint John, Halifax, St. John's and Moncton, the increases ranged from 3.0 per cent to 6.6 per cent. Over the same period, total industrial employment in the region showed a rise of 2.7 per cent.

Unemployment in the region in the first quarter of 1962 was moderately lower than a year ago. The average unemployed rate for the quarter was 15.9 per cent, compared with 17.0 per cent in the first quarter of 1961.

In March, the 21 labour market areas in the region were classified as follows (last year's figures in brackets): in substantial surplus, 19 (20); in moderate surplus, 2 (1).

QUEBEC

Employment in Quebec, seasonally adjusted, did not reach a cyclical low point until the third quarter of 1961. From then on, it rose steadily each month, increasing by 126,000 or 7.8 per cent between August 1961 and March 1962. In the first three months of 1962, employment was more than 5 per cent higher than in the same period a year before. Unemployment in the first quarter of this year was down more than 25 per cent from a year earlier.

Virtually all the increase in employment since the third quarter of 1961 occurred in non-agricultural industries and was due mainly to improved conditions in manufacturing and service. Manufacturing employment in the fourth quarter was maintained at the levels of the previous quarter but was about 7 per cent higher than in the same quarter of the previous year. In the first quarter of this year, manufacturing employment declined slightly from the previous quarter but was 7.2 per cent above the level of the same period a year earlier. Durable and non-durable consumer goods as well as capital goods industries all contributed to the gain in manufacturing employment. Part of the new demand origin-

ated abroad, aided by the decline in the exchange value of the Canadian dollar.

Exchange rate changes in conjunction with the import quotas also benefited industries facing import competition; they contributed to the sharp rise in output and employment in textiles. Rubber goods manufacture was another important regional consumer goods industry that experienced noticeable improvement during the first quarter, with employment above the level of the same period a year ago. Indications are that this trend will continue in the months ahead, partly as a result of the anticipated increase in demand for industrial rubber in connection with planned capital expenditure programs.

The iron and steel products industry as a whole made some recovery from the low levels of the previous quarter and previous year; some sectors showed a substantial improvement, particularly structural steel and heavy machinery and equipment for the pulp and paper, oil and gas industries, steel mills and hydro-electric plants. A large foreign order for railway equipment from Argentina has already had a beneficial effect on the industry, which had for some time been in a depressed state.

The shipbuilding industry also showed a noticeable increase from the low level of the previous year and further improvement is expected as a result of the government subsidy program. Activity in the aircraft and parts producing industry continued at the high level of the previous year, with little change in employment. The paper products industry, where employment had remained relatively stable during the recession, showed some strengthening in the first quarter of this year.

The rise in employment in service began in the fourth quarter of last year and continued without interruption in 1962. In the first quarter of this year, employment was almost 4 per cent above that of the previous quarter and about 8 per cent higher than in the corresponding quarter a year earlier.

Construction employment declined during the fourth quarter, and in the second half of the year was, on average, somewhat lower than a year earlier. This was largely due to a decline in non-residential construction. Housing starts rose during this period, and in the fourth quarter were considerably higher than a year earlier. Housing starts were below year-earlier levels in the first three months of 1962, but this decrease was offset by greater activity in the non-residential sector, including municipal works. As a result, total construction employment in the first quarter showed little change from the level of the previous year.

Forestry employment continued to show the effect of increased mechanization of forestry operations, which was partly responsible for the year-to-year decline in employment in this industry throughout 1961. In the first quarter of this year, forestry employment was considerably below the level in the same period a year ago.

The increase in employment in the past two quarters was not evenly distributed among local areas. In general, the larger areas fared better than the smaller ones. This was reflected in substantial differences in the rate of change in the number of registrations for employment at local offices of the National Employment Service. The year-to-year decline in registrations in the first quarter this year was almost 22 per cent in the two metropolitan areas of the region (Montreal and Quebec), as against less than 11 per cent in major industrial areas and about 12 per cent in minor areas. Similarly, industrial employment in the metropolitan areas was up 7.0 per cent over the year, compared with 4.8 per cent in a group of five smaller areas for which employment statistics are available.

ONTARIO

Seasonally adjusted data show that employment expanded rapidly in Ontario during the second and third quarters of 1961. The rise between March and August was of the order of 2 per cent. Since then, employment was maintained at about the level which prevailed in late summer.

In non-farm industries, employment continued to rise until December 1961. The gain since last spring has been about 3 per cent, but more than half of this had been realized by August.

In agriculture, the employment decline continued at the annual rate of some 9 per cent. The drop was particularly noticeable in the fourth quarter of 1961 and the first quarter of 1962.

In the period beginning with the business cycle trough of February 1961, the employment increase in the non-farm sector was well shared between the goods-producing industries and the service-producing industries. Of the 60,000 new jobs that were created during this one-year period, some 24,000 were in manufacturing, construction, forestry and mining, and the remainder were in the service-rendering industries—transportation, utilities, trade, fin-

ance and service. The increase was slightly under 3 per cent in the goods category and slightly over 3 in the service category. In the farm sector, some 13,000 jobs disappeared.

Manufacturing employment rose by 4 per cent between the first quarter of 1961 and the first quarter of 1962; the industry showed particular strength in the fourth quarter of 1961. The primary iron and steel and the electrical goods industries were major factors in the spring recovery of 1961.

By the third quarter, employment in primary iron and steel had made a substantial gain and activity has since stabilized at the new level. Contributing to the early revival in steel were the large export sales of rolling mill products, particularly in the first half of 1961. Domestic demand, on the other hand, recovered more fully in the latter half of the year, as sheet metal products, transportation equipment and machinery all made notable gains.

Growth in electrical apparatus and supplies was even more substantial and employment has risen continuously since the spring of 1961. Over this one-year period, the gain was 12 per cent, the highest for any industry. Early in 1962, stocks of household appliances and television sets were still fairly low, while the demand for heavy electrical machinery and telecommunication equipment was rising.

In the key automobile industry, employment rose moderately, all the increase taking place in the fourth quarter of 1961. Production rose sharply in this industry, as domestic cars took up a larger share of the home market and as export sales improved.

In other sectors of manufacturing, sizable gains were made by the rubber, leather, textile and wood industries; rubber and textiles show a continued tendency to rise. Smaller increases took place in chemicals and foods. Employment in the clothing trades was steady, whereas in furniture it stabilized after the large gain of the early summer. Contrary to the general trend, employment declined during the period in agricultural implements, railway rolling stock and non-ferrous metal smelting and refining.

By the first quarter 1962, expansive trends were still evident in manufacturing, despite some seasonal layoffs. Gains were still being made in various sectors, including iron and steel products, aircraft, chemicals and electrical goods.

Elsewhere in the goods-producing industries, employment increases in forestry and construction were more than offset by a decrease in mining. In mid-winter last year, forestry employment in Ontario was at an all-time low. But, by the first quarter of 1962, a 12-per-cent gain had been realized as the demand for both sawlogs and pulpwood increased considerably.

Employment in the construction industry barely held its own during that period despite an apparently greater volume of work done in both the residential and non-residential sectors. However, the first quarter of 1962 showed a marked improvement, after seasonal adjustment. Meanwhile, mining employment had dropped by 6 per cent. The decline was continuous through 1961 and into 1962, particularly in uranium and gold production.

Outside of the goods-producing sector, employment increases were particularly noticeable in the finance and service industries. This reflects in part the larger spending for such things as medical care, education, recreation, life insurance and credit financing.

Employment in service rose by 5 per cent during the second and third quarters of 1961 and was maintained thereafter, whereas an equal but more gradual rise was recorded over the 12-month period in finance and in electric power and gas utilities. For finance and utilities, the rise extended well into the first quarter 1962.

In trade, the employment increase was not as steep, as the more systematized sales techniques being introduced had the tendency to reduce the manpower needs.

After seasonal adjustment, employment in transportation was stable throughout this phase of the cycle.

While non-agricultural employment in Ontario rose by 3 per cent between the first quarter of 1961 and the first quarter of 1962, employment in the urban areas of Ottawa, London and Kitchener rose by approximately 8 per cent. Toronto and Hamilton fared slightly better than average, whereas employment remained unchanged in Fort William-Port Arthur and declined a little in Windsor. Small increases were recorded in Brantford and St. Catherines.

Unemployment increased about seasonally between the fourth quarter of 1961 and the first quarter of 1962. It averaged 155,000, or 6.5 per cent of the labour force, in the first quarter of 1962 compared with 198,000, or 8.4 per cent of the labour force, in the same period a year earlier. In March, the classification of the 34 labour market areas in the region (last year's figures in brackets) was as follows: in substantial surplus, 11 (21); in moderate surplus, 23 (13).

PRAIRIE

In the Prairie region, the seasonally adjusted employment trend has been moving slowly upward since February 1961. By the first quarter of 1962, the net gain amounted to 3.5 per cent and the rate of growth appeared to be accelerating.

In agriculture, employment rose by about 2 per cent early in 1961 and has since been maintained at this level, a sharp contrast to the declines of previous years. Initially, the advance in non-farm employment was slow, but it gathered momentum in June and again in October 1961. By the first quarter of 1962, non-farm employment was at a new peak, some 4 per cent above the low point of the previous winter.

Of about 30,000 additional jobs in non-farm industries during the year, some 8,000 were in the goods-producing industries—mining, manufacturing and construction—and the remainder were in the service-producing industries—transportation, utilities, trade, finance and service. The percentage increase was about the same in each sector.

Construction played a major role in the economic recovery of the Prairie region. The employment rise in this industry since the first quarter of 1961 amounted to some 7 per cent, as residential, commercial and engineering construction strengthened considerably. Although this gain was well spread over the period, it was particularly noticeable in the fourth quarter of 1961.

With the rising output of non-ferrous metals and potash, mining employment advanced by about 4 per cent, all the increase taking place in the second quarter of 1961. This was achieved in spite of the lesser manpower requirements in oil fields. By the first quarter of 1962, nickel mining was still expanding.

The increase in manufacturing employment was more modest, amounting to some 2 per cent. After seasonal adjustment, it appeared that most of the gain was realized in the fourth quarter of 1961 and the first quarter of 1962.

Within the industry, the trends were widely divergent. Employment in wood products rose sharply, whereas a marked drop occurred in chemicals. A moderate advance was made by the iron and steel group, with foundry, structural steel and sheet-metal workers sharing in the gain. Slightly increasing employment was reported in the food and clothing industries, but a small decline took place in printing and publishing.

In the service-producing sector, the service industry proper led the advance with a 6-per-cent increase, realized mostly in the summer of 1961. Employment in other service-rendering industries remained unchanged over the 12-month period, with the exception of finance, where a 3-per-cent gain was made.

While non-agricultural employment in the Prairie region rose by 4 per cent between the first quarter 1961 and the first quarter 1962, employment in the Edmonton urban area rose by approximately 8 per cent. A greater-than-seasonal increase was also recorded for Regina, whereas employment rose slightly in Calgary and remained unchanged in Saskatoon. In the Winnipeg urban area, there was a small employment decline.

Unemployment increased less than seasonally between the fourth quarter of 1961 and the first quarter of 1962. It averaged 73,000, or 6.5 per cent of the labour force, in the first quarter of 1962 compared with 78,000, or 7.2 per cent of the labour force, in the same period a year earlier. In March 1962, the classification of the 19 labour market areas in the region (last year's figures in brackets) was as follows: in substantial surplus, 9 (12); in moderate surplus, 10 (7).

PACIFIC

Employment in the Pacific region, seasonally adjusted, reached the trough in the recent business cycle in the first quarter of 1961. After showing considerable gains in the second and third quarters, employment levelled off in the fourth quarter, but turned up again in 1962. In the first three months of this year, employment, in seasonally adjusted terms, was about 2 per cent higher than in the preceding three months. Compared with the first quarter 1961, employment was, on average, 80,000, or 5.3 per cent, higher.

Unemployment, seasonally adjusted, has been moving down fairly steadily since the spring of 1961. In the first three months of 1962, the unemployment rate averaged 9.0 per cent of the labour force, compared with 13.1 per cent in the corresponding period a year earlier.

The slower pace of activity in the final quarter of 1961 can be traced mainly to developments in manufacturing. After expanding sharply for two consecutive quarters, total manufacturing employment (seasonally adjusted) turned down again in the

final quarter. In the first quarter this year, manufacturing employment began picking up again, and for the quarter as a whole was somewhat higher than in the previous quarter and 4.2 per cent higher than in the same period a year earlier.

The wood products industry showed a considerable increase in employment over the previous year. This was due primarily to increased exports, particularly to the United States. Lumber shipments in the first three quarters of the year were 15 per cent higher than the year before. Another important market for lumber was Japan, where a sizable export business in low grade lumber has developed. These markets continued active in the first quarter of 1962. The iron and steel products industry, whose importance in the regional economy has been growing steadily, experienced a decline in employment towards the end of last year but in the first three months of this year it has made a good recovery and promises to be one of the more active industries in the months ahead.

Shipbuilding, another major industry in the region, remained stable at a fairly high level throughout last year and showed new strength in the first quarter of this year.

Employment in forestry throughout most of 1961 remained fairly stable and higher than the previous year. In the first three months of 1962, employment showed little change from the previous quarter and was about the same as in the same period a year earlier.

The mining industry showed substantial advances in development, output and capital expenditure in 1961 and this trend continued in the first quarter of this year. Extensive mineral exploration was prompted by a sharp rise in demand for copper and iron ores from Japan's metallurgical industries. Among the expansion projects was the completion of the first stage of an iron and steel smelting complex at Kimberley; shipment of pig iron began in the spring of 1961. Similarly, there was further progress in the development of the region's oil and gas industry. These activities contributed substantially to the employment gains in the region.

Construction employment during the past year has been consistently lower than the year before as a result of reduced activity in non-residential construction. Residential construction activity was higher than the year before by a considerable margin. By the first quarter 1962, total construction employment had recovered to about the same level as in the corresponding period a year before, largely as a result of continued gains in new housing.

In the service industry, employment in the past three months was somewhat higher than in the last quarter of 1961 but substantially higher than in the first quarter of that year. Among the service-producing industries, trade showed a considerable employment advance in the second half of 1961, an advance that was maintained in the first quarter of this year.

As in other regions, the most rapid advances were in the metropolitan centres. Industrial employment in Vancouver and Victoria increased by 2.4 per cent, against 1.7 per cent in the province as a whole.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	March 1962	March 1961	March 1962	March 1961	March 1962	March 1961....
Metropolitan	7	11	5	1	.....	.....
Major Industrial	17	19	9	7	.....	.....
Major Agricultural	6	10	8	4	.....	.....
Minor	35	43	22	14	1	1
Total	65	83	44	26	1	1

CLASSIFICATION OF LABOUR MARKET AREAS—MARCH

—	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Calgary Edmonton Quebec-Levis St. John's Vancouver-New Westminster Windsor Winnipeg	Halifax Hamilton Montreal Ottawa-Hull Toronto		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Brantford Corner Brook Cornwall Ft. William-Pt. Arthur Farnham-Granby Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Shawinigan Sherbrooke Sydney Timmins-Kirkland Lake Trois Rivières	Guelph Kingston Kitchener London Oshawa Saint John Sarnia Sudbury Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)	Charlottetown Lethbridge Prince Albert Riviere du Loup Thetford-Lac Megantic-Ville St. Georges Yorkton	Barrie Brandon Chatham Moose Jaw North Battleford Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst Bracebridge Bridgewater Campbellton Chilliwack Cranbrook Dauphin DRUMMONDVILLE ← Edmundston Fredericton Gaspé Grand Falls Kentville Lindsay Montmagny Newcastle NORTH BAY ← Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George-Quesnel Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen Sorel Summerside Trail-Nelson Truro Valleyfield Victoriaville Woodstock, N.B. Yarmouth	→ BEAUHARNOIS Belleville-Trenton Brampton Central Vancouver Island Dawson Creek Drumheller Galt Goderich → KAMLOOPS → LACHUTE-STE. THÉRÈSE Listowel → MEDICINE HAT St. Hyacinthe St. Jean St. Thomas Sault Ste. Marie Simcoe Stratford Swift Current Walkerton → WEYBURN Woodstock-Tillsonburg	Kitimat	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 275, February issue.

Collective Bargaining in March

Collective bargaining in Canada's railway industry produced three major settlements in March.

On March 2, after 12 months of negotiations, the **Brotherhood of Locomotive Firemen and Enginemen** signed a three-year agreement with the **C.N.R.** The new contract, which covers approximately 3,100 employees, gives firemen on passenger trains a total wage increase of 6½ per cent spread over the term of the agreement and grants a total wage increase of 4 per cent to those in freight and yard service.

On March 26, the **Brotherhood of Locomotive Engineers** concluded separate agreements with the **C.N.R.** and **C.P.R.** which provide for a total wage increase of 6½ per cent for about 5,400 employees over a three-year period. These agreements were signed after more than a year of negotiations, in the course of which the union rejected the majority reports of conciliation boards and the union members voted for strike action; the union set strike deadlines for the first week in April. One of the main issues in dispute was the question of arbitrary allowances for work performed immediately before and after a run. As the strike dates approached, the Minister of Labour urged the parties to resume negotiations in view of the serious effects a strike would have on the nation's economy. Further bargaining led to settlements one week before the strike was to start.

During the month, a conciliation board was being established to assist in the negotiations between the **C.N.R.** and **C.P.R.** and the 15 unions representing 110,000 **non-operating employees.**

Members of the **Public Service Employees** union voted in March for strike action against the **Ontario Hydro Electric Power Commission.** In the face of a possible strike, Ontario Hydro announced that it would continue to generate power in the province with supervisory staff and by other means should a work stoppage occur. Ontario Hydro offered to refer the dispute to final and binding arbitration, but this proposal was rejected by the union. By the end of the month, the union asked for the intervention of the Ontario Minister of Labour.

In the automobile industry, the **Union Auto Workers** concluded a three-year agreement for about 550 office employees of **Ford Motor Company of Canada** at Windsor. The terms of settlement include a salary increase of $10.40 a month or 2½ per cent, whichever is greater, in each of the three years of the contract, and three weeks vacation after 10 years of service (previously after 15 years). Also in Windsor, the strike that had begun at **Chrysler Corporation** on February 19 continued throughout March, although the company and the union held a series of meetings in an effort to resolve the dispute.

During March, the Ontario Labour Relations Board conducted a hearing to consider the **Steelworkers'** application for bargaining rights at the **Falconbridge Nickel Company,** where the employees are represented by the **Mine, Mill and Smelter Workers.** Later in the month, the Board conducted another hearing to deal with allegations by the Mine, Mill and Smelter Workers that

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the rival Steelworkers had resorted to misrepresentation and irregularities in their campaign to sign up employees of the **International Nickel Company** in Sudbury.

In Manitoba, where the Steelworkers have been contesting the bargaining rights of the Mine, Mill and Smelter Workers at the International Nickel Company mine at Thompson, the Manitoba Labour Board decided to hold a representation vote in March at the request of the Steelworkers. The Mine, Mill and Smelter Workers challenged the Board's decision to conduct such a vote, and the vote was postponed by court order. Near the end of March, the court dismissed the Mine, Mill and Smelter Workers' application to quash the order for the vote, and the union decided to appeal this ruling.

In British Columbia the **Woodworkers** disclosed their proposals for the renewal of a contract with **Forest Industrial Relations Limited,** which bargains for 150 coastal logging companies. The current agreement, which covers approximately 28,000 loggers, was concluded in June 1961 for a term of one year and provided for no increase in wages. In the forthcoming negotiations, the union will propose a wage increase of 25 cents an hour, three additional weeks vacation for all employees as a measure to combat unemployment, improved overtime, clarification of employees' rights regarding compulsory overtime, and preferential hiring of laid-off workers.

Duration of Negotiations

In 1961, more than 200 collective agreements covering bargaining units of 500 or more employees were signed in all industries outside the construction sector. The majority of these major contracts were concluded in six months or less of bargaining, and approximately one-third were in negotiation from seven months to one year. Seven per cent of the negotiations for major contracts extended beyond a year.

Of the major collective agreements negotiated last year, 55 per cent were concluded during or after conciliation proceedings; the remainder were signed without third-party assistance. More than half of the 117 disputes that were referred to conciliation were resolved at the conciliation officer stage, and settlements were effected at the conciliation board stage in 17 cases. Thirty of the negotiations requiring third-party assistance went beyond the conciliation board phase, with the companies and unions resuming direct bargaining and effecting settlements without work stoppages. Two major settlements were achieved by final and binding arbitration.

In 1961, as in previous years, only a few of the major contract negotiations resulted in work stoppages. Of the 214 major agreements signed during the year, seven were concluded while a work stoppage was in progress. Two strikes, each lasting less than a week, occurred in the course of the negotiations in the railroad rolling stock and automobile industries. The other five work stoppages, all of longer duration, were in shipbuilding and the cement and textile industries.

NEGOTIATIONS PRECEDING SETTLEMENTS REACHED DURING 1961

Collective agreements covering 500 or more employees concluded between January 1 and December 31, 1961, exclusive of agreements in the construction industry.

Stage at Which Settled	Duration of Negotiations in Months											
	3 or less		4–6		7–9		10–12		13 or over		Total	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Bargaining	55	83,680	29	44,170	7	15,100	3	3,780	3	8,500	97	155,230
Conciliation officer	1	880	38	84,800	14	19,490	4	3,530	4	3,130	61	111,830
Conciliation board	.....	.....	4	5,680	9	8,850	3	2,900	1	550	17	17,980
Post-conciliation bargaining	.....	.....	4	3,700	6	11,400	14	25,060	6	115,850	30	156,010
Arbitration	.....	.....	.....	.....	1	500	1	750	.....	.....	2	1,250
Work stoppage	.....	.....	2	17,800	2	2,380	3	2,860	.....	.....	7	23,040
Total	56	84,560	77	156,150	39	57,720	28	38,880	14	128,030	214	465,340

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During April, May and June

(except those under negotiation in March)

Company and Location	Union
Abitibi Power & Paper & subsids., Que., Ont. & Man.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Anglo-Nfld. Development, Grand Falls, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Associated Clothing Mfrs., Montreal, Que.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Bldg. maintenance contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
Can. Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
Can. Wire & Cable, Leaside, Ont.	U.E. (Ind.)
Cdn. Acme Screw & Gear, Monroe Acme & Galt Machine, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Empl. Council (Ind.)
Cdn. Sugar Factories, Raymond, Picture Butte, Taber, Alta.	CLC-chartered local
Cascapedia Mfg. & Trading, Gaspe Peninsula, Que.	Woodcutters, Farmers' Union (Ind.)
Cloak Mfrs. Assn., Toronto, Ont.	Ladies Garment Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Courtaulds Canada, Cornwall, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
DeHavilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dominion Bridge, Vancouver, B.C.	Structural Iron Wkrs. (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Glass, Redcliff, Alta.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dunlop Canada, Whitby, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
East. Can. Newsprint Grp., Que. & N.S.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
E. B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Forest Industrial Relations, B.C. coast	Woodworkers (AFL-CIO/CLC)
Fraser Cos., Atholville, Edmundston & Newcastle, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Gaspesia woods contractors, Chandler, Que.	Woodcutters, Farmers' Union (Ind.)
B. F. Goodrich, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Hotels & taverns (various), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Howard Smith Paper, Cornwall, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
International Harvester, Chatham, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Kimberley-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Council, Montreal, Que.	Ladies Garment Wkrs. (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast	Paper Makers (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
McCormick's Ltd., London, Ont.	Millers (AFL-CIO/CLC)
Men's Clothing Mfrs. Assn., Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Ont.-Minnesota Paper, Fort Frances & Kenora, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Pulp & paper mills (various), B.C.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Que. North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
St. Raymond Paper, Desbien & St. Raymond, Que.	Woodcutters, Farmers' Union (Ind.)
Scott Clothing, Longueuil, Que.	Empl. Assn. (Ind.)
Spruce Falls & Kimberley-Clark, Kapuskasing, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others

Company and Location	Union
T.C.A. Canada-wide	Machinists (AFL-CIO/CLC)
University of Sask., Saskatoon, Sask.	CLC-chartered local
Wabasso Cotton, Welland, Ont.	Textile Council (Ind.)
White Spot Restaurants, Vancouver & Victoria, B.C.	Empl. Union (Ind.)

Part II—Negotiations in Progress During March

Bargaining

Company and Location	Union
Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
Alta. Gov't. Telephones	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)
Bakeries (various), Greater Vancouver, B.C.	Bakery Wkrs. (CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Telephone & subsidiaries	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), Western Canada	Packinghouse Wkrs. (AFL-CIO/CLC)
C.P.R., system-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Can. Packers (8 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Can. Steamship Lines, Ont. & Que.	Seafarers (AFL-CIO)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assn. (Ind.)
Clothing Mfrs. Assn., Quebec, Farnham & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Collingwood Shipyards, Collingwood, Ont.	CLC-chartered local
Dairies, (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Dom. Structural Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Donahue Bros., Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Dosco (Wabana Mines), Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Dunlop Canada, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
DuPont of Can., Kingston, Ont.	Mine Wkrs. (Ind.)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Electric Auto-Lite, Sarnia, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Electro Metallurgical, Welland, Ont.	U.E. (Ind.)
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Food Stores (various), Vancouver, Victoria & New Westminster, B.C.	Retail Clerks (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Glove Mfrs. Assn., Montreal, St. Raymond, Loretteville, St. Tite, Que.	Clothing Wkrs. Federation (CNTU)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hotel Chateau Frontenac (C.P.R.), Quebec, Que.	Railway Transport & General Wkrs. (CLC)
Hotel Chateau Laurier (C.N.R.), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress (C.P.R.), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
International Harvester, Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Kelly, Douglas, company-wide, B.C.	Empl. Assn. (Ind.)
Lake Asbestos of Que., Black Lake, Que.	Mining Empl. Federation (CNTU)
Manitoba Hydro	I.B.E.W. (AFL-CIO/CLC)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (linemen)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (telephone operators
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical empl.)
Miramichi Lumber, Chatham Industries & others, Miramichi Ports, N.B.	Miramichi Trades & Labour (Ind.)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
National Harbours Board, Montreal, Que.	Railway Clerks (AFL-CIO/CLC)
Northern Electric, Belleville, Ont. & Montreal, Que.	Empl. Assn. (Ind.) (plant empl.)
Northern Electric, Montreal, Que.	Office Empl. Assn. (Ind.)
North York Township, Ont.	Public Empl. (CLC) (outside empl.)
Ottawa City, Ont.	Public Empl. (CLC)
Pacific Press, Vancouver, B.C.	Newspaper Guild (AFL-CIO/CLC)
Philips Electronics, Leaside, Ont.	I.B.E.W. (AFL-CIO/CLC)
Power Super Markets, Toronto, Hamilton, Oshawa, Ont.	Butcher Workmen (AFL-CIO/CLC)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Woodcutters, Farmers' Union (Ind.)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)

Company and Location	Union
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Ready-mix concrete (4 cos.), Toronto, Ont.	Teamsters (Ind.)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
Sask. Government	Sask. Civil Service (Ind.) (labour services)
Sask. Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local
Steep Rock Mines, Steep Rock Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Swift Cdn. (6 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Toronto City, Ont.	Public Empl. (CLC) (inside empl.)
Vancouver Police Commissioners Bd., B.C.	B.C. Peace Officers (CLC)

Conciliation Officer

Algoma Ore Properties, Wawa, Ont.	Steelworkers (AFL-CIO/CLC)
Aluminum Co., Kingston, Ont.	Steelworkers (AFL-CIO/CLC)
Auto dealers & garages (various), Vancouver, B.C.	Machinists (AFL-CIO/CLC)
Brewers' Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Stores, Toronto, Hamilton & other locations, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Fry-Cadbury, Montreal, Que.	Bakery Wkrs. (CLC)
Garment Mfrs. Assn., Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)
John Inglis, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Rio Algom Mines (Milliken Mine), Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont.	Steelworkers (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.	Butcher Workmen (AFL-CIO/CLC)
Toronto Electric Commissioners, Ont.	Public Service Empl. (CLC)
Toronto Metro. Municipality, Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro. Municipality, Ont.	Public Empl. (CLC) (outside empl.)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Victoria Hospital, London, Ont.	Building Services Empl. (AFL-CIO/CLC)

Conciliation Board

Avro & Orenda Engines, Malton, Ont.	Machinists (AFL-CIO/CLC) (salaried empl.)
Building material suppliers, Vancouver & Fraser Valley, B.C.	Teamsters (Ind.)
C.N.R., C.P.R., other railways, system-wide	15 unions (non-operating empl.)
C.N.R., system-wide	Trainmen (AFL-CIO/CLC)
C.P.R., system-wide	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.P.R., system-wide	Trainmen (AFL-CIO/CLC)
Imperial Tobacco & subsidiaries, Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Smith Transport, Kingsway Transport & others, Ont. & Que.	Teamsters (Ind.)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)

Post-Conciliation Bargaining

Cyanamid of Canada, Welland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Lake Carriers' Assn., Eastern Canada	Seafarers (AFL-CIO)
Noranda Mines, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Ontario Hydro, company-wide	Public Service Empl. (CLC)

Arbitration

Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other points, Que.	Service Empl. Federation (CNTU)
Hospitals (11), Montreal & district, Que.	Service Empl. Federation (CNTU)
Hotel Dieu, St. Vallier & Chicoutimi, Que.	Service Empl. Federation (CNTU)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Cdn. Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Chrysler Corporation, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Hotel Royal York (C.P.R.), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)

Part III—Settlements Reached During March

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

AUTOMATIC ELECTRIC, BROCKVILLE, ONT.—I.U.E. (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—settlement pay of $25 for male empl. and $15 for female empl.; hourly rates increased by 4¢ for male empl. and 3¢ for female empl. eff. March 11, 1962 with a further increase of 3¢ for male empl. and 2¢ for female empl. eff. March 10, 1963; base rates for incentive operations increased by 2¢ eff. March 11, 1962 and by 1¢ eff. March 10, 1963; minimum male starting rate will be $1.58 an hr. at the end of the new agreement.

AVRO & ORENDA ENGINES, MALTON, ONT.—MACHINISTS (AFL-CIO/CLC) (PLANT EMPL.): 2½-yr. agreement covering 2,500 empl.—wage increase of 6¢ an hr. retroactive to Aug. 1, 1961; additional wage increase of 7¢ an hr. eff. Aug. 1, 1962; labourer's rate after Aug. 1, 1962 will be $1.81 an hr.

CAMPBELL CHIBOUGAMAU MINES, CHIBOUGAMAU, QUE.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—wage increase of 5¢ an hr. retroactive to Aug. 31, 1961; additional wage increase of 5¢ an hr. eff. Aug. 31, 1962 and a further 5¢ eff. Aug. 31, 1963; 3 wks. vacation after 15 yrs. of service (previous maximum was 2 wks. after 3 yrs. of service); check-off of union dues introduced.

CDN. CANNERS, VANCOUVER, PENTICTON & ASHCROFT, B.C.—PACKINGHOUSE WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—no wage increase in 1962; wage increase of 3¢ an hr. for male and female empl. eff. Jan. 1, 1963; further wage increase of 3¢ an hr. for male empl. and 2¢ an hr. for female empl. eff. Jan. 1, 1964; overtime pay remains at time-and-one-half after 8 hrs. a day; double time will be paid after 10 hrs. work in a day (previously after 11 hrs.) during peak season.

CLUETT PEABODY, KITCHENER & STRATFORD, ONT.—AMALGAMATED CLOTHING WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—settlement terms not immediately available.

CONSOLIDATED MINING & SMELTING, KIMBERLEY & TRAIL, B.C.—MINE, MILL & SMELTER WKRS. (IND.): 2-yr. agreement covering 4,300 empl.—average wage increase of 7½¢ an hr. eff. March 1, 1962 with a further average increase of 5½¢ an hr. eff. March 1, 1963 (total wage increases for 2 yrs. ranging from 10¢ an hr. to 19½¢ an hr.); labourer's rate after March 1, 1963 will be $1.97½¢ an hr.

C.N.R., SYSTEM-WIDE—LOCOMOTIVE ENGINEERS (IND.): 3-yr. agreement covering 3,500 empl.—total wage increase of 6½% consisting of 1% retroactive to May 1, 1961, 1% retroactive to Nov. 1, 1961, 1½% eff. April 1, 1962, Nov. 1, 1962 and Nov. 1, 1963; 4 wks. vacation after 25 yrs. of service (formerly after 35 yrs.).

C.N.R., SYSTEM-WIDE—LOCOMOTIVE FIREMEN & ENGINEMEN (AFL-CIO/CLC): 3-yr. agreement covering 3,100 empl.—total wage increase of 6½% for empl. on passenger trains consisting of 1% retroactive to April 1, 1961, 1% retroactive to Nov. 1, 1961, 1% eff. March 16, 1962; 2% eff. Nov. 1, 1962 and 1½% eff. Nov. 1, 1963; for empl. on freight and yard trains, total wage increase of 4% consisting of 1% retroactive to April 1, 1961, 1% retroactive to Nov. 1, 1961, 1% eff. Mar. 16, 1962 and Nov. 1, 1962; 4 wks. vacation after 25 yrs. of service (formerly after 35 yrs.).

C.P.R., SYSTEM-WIDE—LOCOMOTIVE ENGINEERS (IND.): 3-yr. agreement covering 1,900 empl.—total wage increase of 6½% consisting of 1% retroactive to March 16, 1961, 1% retroactive to Sept. 16, 1961, 1½% eff. April 1, 1962, Sept. 16, 1962, Sept. 16, 1963; 4 wks. vacation after 25 yrs. of service (formerly after 35 yrs.).

DOM. TEXTILE, MONTMORENCY, SHERBROOKE, MAGOG & DRUMMONDVILLE, QUE.—TEXTILE FEDERATION (CNTU): 2-yr. agreement covering 4,400 empl.—wage increases for hourly-rated empl. of 8¢ an hr. eff. Feb. 19, 1962 and 5¢ an hr. eff. Feb. 18, 1963; wage increases for empl. on bonus plan of 5¢ an hr. eff. Feb. 19, 1962 and 2¢ an hr. eff. Feb. 18, 1963; empl. will receive 2¢ an hr. for all hrs. worked between April 1, 1961 and March 31, 1962; vacation pay will be 6% of annual earnings after 20 yrs. of service (formerly after 25 yrs.) and 7% of annual earnings after 25 yrs. of service; bereavement pay provision introduced.

DOM. TEXTILE, MONTREAL, QUE.—UNITED TEXTILE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—wage increases for hourly-rated empl. of 8¢ an hr. eff. Feb. 12, 1962 and 5¢ an hr. eff. Feb. 11, 1963; wage increases for empl. on bonus plan of 5¢ an hr. eff. Feb. 12, 1962 and 2¢ an hr. eff. Feb. 11, 1963; empl. will receive 2¢ an hr. for all hrs. worked between Feb. 12, 1961 and date of signing; vacation pay will be 6% of annual earnings after 20 yrs. of service (formerly after 25 yrs.) and 7% of annual earnings after 25 yrs. of service; bereavement pay provision introduced.

FIRESTONE TIRE & RUBBER, HAMILTON, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,100 empl.—settlement pay of $13.40 pro-rated on days worked between Feb. 26, 1962 and Apr. 1, 1962; wage increase of 5¢ an hr. for day workers; increase of 4¢ an hr. on base rates of piece workers; 4 wks. vacation after 22 yrs. of service (previously after 25 yrs.).

FORD OF CANADA, WINDSOR, ONT.—AUTO WKRS. (AFL-CIO/CLC) (OFFICE EMPL.): 3-yr. agreement covering 550 empl.—salary increases of $10.40 per month or 2½%, whichever is greater, eff. Feb. 16, 1962, 1963 and 1964; 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.).

(*Continued on page 418*)

Latest Labour Statistics

(Latest available statistics at April 15, 1962)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a) (000)	March	6,454	+ 0.5	+ 1.6
Employed (000)	March	5,894	+ 0.9	+ 4.4
Agriculture (000)	March	577	+ 0.5	− 2.7
Non-agriculture (000)	March	5,317	+ 1.0	+ 5.2
Paid workers (000)	March	4,808	+ 0.8	+ 4.8
At work 35 hours or more (000)	March	5,029	+ 0.3	N.A.
At work less than 35 hours (000)	March	671	+ 0.8	N.A.
Employed but not at work (000)	March	194	+22.0	N.A.
Unemployed (000)	March	560	− 4.0	−20.6
Atlantic (000)	March	97	+ 3.2	− 4.0
Quebec (000)	March	197	− 3.0	−26.2
Ontario (000)	March	149	− 7.5	−21.6
Prairie (000)	March	71	− 1.4	− 6.6
Pacific (000)	March	46	−13.2	−35.2
Without work and seeking work (000)	March	528	− 2.1	−20.5
On temporary layoff up to 30 days (000)	March	32	−27.3	−22.0
Industrial employment (1949 = 100)	January	115.2	− 2.2	+ 3.2
Manufacturing employment (1949 = 100)	January	108.4	+ 0.5	+ 3.9
Immigration	Year 1961	71,689	—	−31.2
Destined to the labour force	Year 1961	34,809	—	−35.0
Strikes and Lockouts				
Strikes and lockouts	March	46	+ 4.5	+ 35.3
No. of workers involved	March	12,426	+14.5	+180.8
Duration in man days	March	143,800	+99.5	+249.4
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	January	$79.25	+ 2.8	+ 2.9
Average hourly earnings (mfg.)	January	$ 1.86	− 1.1	+ 2.8
Average hours worked per week (mfg.)	January	40.6	+ 4.6	+ 1.2
Average weekly wages (mfg.)	January	$75.47	+ 3.6	+ 3.7
Consumer price index (1949 = 100)	March	129.7	− 0.1	+ 0.5
Index numbers of weekly wages in 1949 dollars (1949 = 100)	January	139.3	+ 3.5	+ 3.0
Total labour income $000,000	January	1,566	− 1.2	+ 6.8
Industrial Production				
Total (average 1949 = 100)	February	182.7	+ 5.9	+10.1
Manufacturing	February	159.6	+ 7.2	+10.4
Durables		155.4	+ 6.9	+11.7
Non-durables		160.2	+ 5.5	+ 7.3

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 275, February issue.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during February. During the month the Board received eight applications for certification, one request under Section 61(2) of the Act for review of an earlier decision, and allowed the withdrawal of two applications for certification.

Applications for Certification Received

1. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers and mechanics employed by Piette Transport Inc., Joliette, Que. (Investigating Officer: R. I. Fournier).

2. Transport Drivers, Warehousemen and Helpers' Union Local 106, General Truck Driver's Local 938, and Teamsters, Chauffeurs, Warehousemen and Helpers Local 91, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of city and highway drivers and dockmen employed by Taggart Service Limited and working in and out of Montreal, Que., and Toronto, Kingston, Perth, Renfrew, Pembroke, Ottawa and Hawkesbury, Ont. (Investigating Officer: G. A. Lane).

3. Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local Union No. 987 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers and mechanics employed by Tiger Transfer Ltd., Calgary, Alta. (Investigating Officer: D. S. Tysoe).

4. Transport Drivers, Warehousemen and Helpers Union Local 106, General Truck Driver's Local 938 and Teamsters, Chauffeurs, Warehousemen and Helpers Local 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and mechanics employed by the Toronto Ottawa Valley Express Limited, Pembroke, Ont., and working in and out of its terminals at Pembroke and Toronto, Ont., and Montreal, Que. (Investigating Officer: G. A. Lane).

5. Teamsters, Chauffeurs, Warehousemen and Helpers Union Local No. 880; General Drivers, Warehousemen & Helpers Local No. 979; Dairymen, Warehousemen, Cartagemen, Truckers and Helpers Local No. 987; General Teamsters Union Local No. 181; Line Drivers, Warehousemen, Pickup Men & Dockmen's Union, Local No. 605 of the International Brotherhod of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Canadian Freightways Limited, Calgary, Alta., working in and out of the company's terminals in the Yukon Territory, British Columbia, Alberta, Saskatchewan, Manitoba, and Ontario (Investigating Officer: D. S. Tysoe).

6. Dairymen, Warehousemen, Cartagemen, Truckers and Helpers Local No. 987, General Teamsters Union Local No. 181, and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Millar & Brown Ltd., Cranbrook, B.C. (Investigating Officer: D. S. Tysoe).

7. The Commercial Telegraphers' Union, Canadian National System, Division No. 43, on behalf of a unit of diesel mechanics employed by the Canadian National Railways in its Telecommunications Department (Investigating Officer: T. B. McRae).

8. International Longshoremen's and Warehousemen's Union, Local 502, on behalf of a unit of longshoremen employed by the Overseas Transport Co. Ltd., New Westminster, B.C. (Investigating Officer: G. H. Purvis).

Request for Review under Section 61(12)

Request for review of the certificate issued by the Board on April 10, 1961, affecting the National Association of Broadcast Em-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

ployees and Technicians, applicant, and Baton Broadcasting Limited (formerly Baton Aldred Rogers Broadcasting Limited), Agincourt, Ont., respondent (L.G., June 1961, p. 566).

Applications for Certification Withdrawn

1. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Coast Cargo Services Ltd., Vancouver, B.C., respondent, and Seafarers' International Union of Canada, intervener (unlicensed personnel) (L.G., Dec. 1961, p. 1269).

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Pollard Bros. Limited, Harrow, Ont., respondent (L.G., March, p. 332).

The median wage increase negotiated in the United States during 1961 was 7 cents an hour, while if all increases that became effective during the year (i.e., including deferred increases negotiated before the beginning of the year) are taken, the increase was about 8 cents. This is the finding of the United States Bureau of Labor Statistics, based on examination of collective agreements covering 1,000 or more workers each.

About half the 3,400,000 workers affected by increases negotiated during the year were employed in establishments where wage rates advanced 7 cents an hour or less. An estimated 2,300,000 workers received deferred wage increases during 1961, resulting mainly from bargains reached in the previous year.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During February, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. British Columbia Towboat Owners' Association (certain member companies), Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

2. Rio Algom Mines Limited (Nordic Division), Elliot Lake, Ont., and United Steelworkers of America (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

3. Rio Algom Mines Limited (Milliken Division), Elliot Lake, Ont., and United Steelworkers of America (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

Settlements Reported by Conciliation Officers

1. Canadian Broadcasting Corporation, and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officers: F. J. Ainsborough and T. B. McRae) (L.G., March, p. 333).

2. Canadian Arsenals Limited (Gun Ammunition Division), Lindsay, Ont., and United Steelworkers of America (Conciliation Officer: T. B. McRae) (L.G., March, p. 333).

3. The Ogilvie Flour Mills Co. Limited, Medicine Hat, Alta., and Local 511 of the United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn) (L.G., March, p. 333).

4. Maple Leaf Milling Company Limited, Medicine Hat, Alta., and Local 511 of the United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn) (L.G., March, p. 333).

Conciliation Boards Appointed

1. British Columbia Towboat Owners' Association (certain member companies) and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (L.G., Dec. 1961 p. 1271).

2. Motor Transport Industrial Relations Bureau (representing 47 companies within federal jurisdiction), Toronto, and Locals 879, 880 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 53).

3. Upper Lakes Shipping Limited, Leitch Transport Limited, Norris Grain Company Limited (Steamship Division), as represented by the Association of Lake Carriers, and Seafarers' International Union of Canada (L.G., March, p. 333).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigatin established in February to deal with a dispute between Upper Lakes Shipping Limited, Leitch Transport Limited, Norris Grain Company Limited (Steamship Division), as represented by the Association of Lake Carriers, and Seafarers' International Union of Canada (see above) was fully constituted in February with the appointment of G. D. LaViolette of Montreal as Chairman. Mr. LaViolette was appointed by the Minister in the absence of a joint recommendation from the other two members, Norman MacLeod Rogers, Q.C., Toronto, and Jean G. Lariviere, Montreal, who were previously appointed on the nomination of the companies and union, respectively.

Board Report of Settlement Received

Robin Hood Flour Mills Limited, Port Colborne, Ont., and Local 416 of the United Packinghouse Workers of America (L.G., March, p. 334). The text of the Report is reproduced below.

February changes in the regular monthly survey of 150 major employment areas made by the U.S. Labor Department's Bureau of Employment Security showed five classification changes, four of which reflected midwinter cutbacks in seasonal industries. The number of "substantial unemployment" areas grew from 61 in January to 62 in February, compared with a record 101 in March and April of 1961.

Report of Board in Dispute between

Robin Hood Flour Mills Limited

and

United Packinghouse Workers of America

The Board of Conciliation consisting of Norman L. Mathews, Q.C., company nominee; Lynn R. Williams, union nominee; and W. H. Dickie, chairman, met with the parties on January 29, 1962 at Toronto.

Appearing for the Company were:

W. G. Evans ..... Labour Relations Manager
K. W. Crone ..... Plant Manager
J. Flesch ..... Assistant Plant Manager

Appearing for the Union were:

H. R. Bartenbach ..... Union Representative
J. Cochrane ..... President, Local 416
D. Chusing ..... Member of Committee
P. Soucie ..... Member of Committee
N. Marion ..... Member of Committee
J. Thalen ..... Member of Committee
L. Kramer ..... Member of Committee

Matters in dispute:

1. Wages
2. Wage Rate Adjustment
3. Boat Loading Premium
4. Establishment & Rate of Lead Engineer
5. Vacation Improvements
6. Payment of Welfare Plans
7. Sick Pay (weekly indemnity)
8. Shift Premium Improvement
9. Ninth Paid Holiday
10. Retro-Activity
11. Bereavement Pay
12. Tool Replacement

The Board is pleased to report that a settlement was reached, the details of which are as follows:

Memorandum of Settlement

The parties hereto agree to recommend to their principals the acceptance of the following as a settlement of all the matters in dispute—

1. The contract to expire September 1, 1963.

2. Effective September 1, 1961 all wage rates to be increased 3¢ per hour; effective March 1, 1962 all wage rates to be increased 3¢ per hour; effective September 1, 1962 all wage rates to be increased 3¢ per hour; effective March 1, 1963 all wage rates to be increased 3¢ per hour.

3. Effective September 1, 1961 the following classification adjustments shall be made:

a. Lead Engineer 10¢ per hour
b. Head Mixer 3¢ per hour
c. Head Receiver 3¢ per hour
d. Elevator Operator 7½¢ per hour
e. Flour Boat Loading 5¢ per hour
f. Blender Helper 3¢ per hour

4. Weekly indemnity increased from $35.00 to $45.00 per week, employee cost $1.50 per month.

5. Second shift premium increased from 5¢ per hour to 6¢ per hour.

Third shift premium increased from 7¢ per hour to 8¢ per hour.

Signed the 29th day of January, 1962 at Toronto, Ont.

For the Union
H. R. Bartenbach
D. Chusing
P. Soucie
John M. Cochrane
L. Kramer
J. Thalen
N. Marion

For the Company
K. W. Crone
J. Flesch
W. G. Evans

For the Board
W. H. Dickie
Norman L. Mathews
Lynn R. Williams

All this is respectfully submitted,

(*Sgd.*) W. H. Dickie,
Chairman

(*Sgd.*) N. L. Mathews,
Member

(*Sgd.*) L. R. Williams,
Member

Toronto, Ont., the 2nd day of February, 1962.

During February, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Robin Hood Flour Mills Limited, Humberstone Plant, Port Colborne, Ont., and Local 416 of the United Packinghouse Workers of America.

The Board was under the Chairmanship of W. H. Dickie of Toronto. He was appointed by the Minister on the joint recommendation of the other two members, Norman L. Mathews, Q.C., Toronto, and Lynn R. Williams, Welland, nominees of the company and union respectively.

The Report is reproduced here.

LABOUR LAW

Legal Decisions Affecting Labour

Nova Scotia court quashes certification order; in another decision, enjoins picketing and awards damages. Ontario court upholds union dues agreement as being a collective agreement; in another decision, upholds arbitration award

In Nova Scotia, the Supreme Court denied the power of the Labour Relations Board to create a province-wide bargaining unit when the union's request limited the geographical extent of the proposed unit to the employees working on a project at a named municipality.

In another decision, the Court held that a strike authorized by a combined vote of two bargaining units was illegal, and that such illegality could not be cured by a subsequent "confirmatory" vote taken separately in each of the bargaining units. The Court enjoined picketing and held the union liable in damages for conspiring to interfere with the company's contractual relations.

In Ontario, the High Court held a union dues agreement between a railway company and certain unions to be a collective agreement within the terms of the I.R.D.I. Act. It was an agreement dealing with conditions of employment that do not necessarily come up for periodic review and it operated simultaneously with a collective agreement dealing with conditions of employment that normally require periodic review. Both such agreements were binding on all employees within the bargaining unit, whether or not they were members of the union.

In another decision, the Court, in upholding an award of a board of arbitration constituted under a collective agreement, held that the Court had no power to review a decision where a specific question of law was referred to the board and where such question was the only question to decide and was not incidental to deciding the whole matter.

Nova Scotia Supreme Court...

...enjoins picketing, awards damages to company because voting on strike did not comply with Act

On November 7, 1961, the Nova Scotia Supreme Court, in an action to restrain picketing and for damages, held that a majority vote in favour of a strike obtained in a combined vote of the employees in two bargaining units did not comply with the provisions of the Trade Union Act, which provides that no strike shall be called until a secret vote of "the employees in the unit affected" has been taken and "the majority of such employees have voted in favour of a strike."

Further, the Court held that a subsequent "confirmatory" vote taken separately in each of the bargaining units could not cure the illegality of the strike already in existence.

On February 22, 1961, Local 1098 of the Retail, Wholesale and Department Store Union was certified by the Nova Scotia Labour Relations Board as a bargaining agent of the two bargaining units, one of the office staff and another of the sales staff employees of The Jacobson Brothers Ltd., a company engaged in the retail sale of clothing in Dartmouth, N.S.

Section 24 (3) of the Trade Union Act provides as follows:

> Notwithstanding anything contained in this Act, no person shall declare or authorize a strike and no employee shall strike until after a secret vote by ballot of the employees in the unit affected as to whether to strike or not to strike has been taken and the majority of such employees have voted in favour of a strike.

A strike vote of both of these bargaining units was taken on October 4, 1961, and the employees affected voted together as one group, although they belonged to two different bargaining units. The vote was nine in favour of a strike and two against. More than twenty persons were employed in the sales force of the company.

In pursuance of this vote, both the sales and office staffs went on strike on October 6, and began to picket the company's premises. The day before, the company informed its employees that those who abstained from work on October 6 would be replaced.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The bargaining units themselves had serious doubts about the legality of the vote of October 4, and on October 12 they took what they considered to be a confirmatory vote in which each of the bargaining units voted separately in order to conform to Section 24(3) of the Act, and in this vote each unit voted unanimously for a strike.

The pickets carried placards and striking employees distributed pamphlets urging people to respect picket lines, not to do business with the company and to refuse the payment of bills until the strike was over. The strikers parked motor vehicles in front of the company's store, causing numerous disturbances. The names of some trade unionists who crossed the picket lines were given to the Halifax, Dartmouth and District Labour Council; people who wanted to go into the store were shouted at and accosted; and pickets blocked the way to the store. As a result of all this, the company's volume of sales was reduced and its accounts receivable delayed.

Thereupon the company brought a representative action against some union members personally and as representatives of all members of the Local for an injunction restraining picketing and for damages, claiming that the defendants conspired together to interfere with those with whom the company had contractual relations and created a nuisance by watching, besetting, and picketing the company's premises.

Mr. Justice Bissett, in his judgment, held that a combined voting of bargaining units, as had taken place on October 4, was in direct violation of Section 24 (3) of the Act. It was quite clear that the units must vote separately, as the section states that there must be a "ballot of the employees in the unit affected" and that there must be a majority of "such employees," that is, a majority of the voting employees of each unit, in favour of a strike before anyone can authorize a strike or before any employee can strike. This failure to act in accordance with Section 24 (3) of the Act could not be cured by Section 51, which provides that "no proceedings under this Act shall be deemed invalid by reason of any defect in force or any technical irregularity."

In addition, if another interpretation of Section 24 (3) is accepted, to the effect that there must be a majority of all the employees in the unit and not merely the voting ones, then, Mr. Justice Bissett added, the voting was far short of a majority as of October 4, since, at that time, there were more than twenty persons employed in the company's sales force, and the number of votes cast in favour of the strike was nine. Consequently, the strike which followed the vote was unlawful as being in violation of Section 24 (3) of the Act.

The strike being illegal, the company had, in Mr. Justice Bissett's opinion, a perfect right to declare that those who abstained from work had ceased to be company employees. The company's action was in accordance with Section 4 (4) of the Act, which reads: "Except as expressly provided, nothing in this Act shall be interpreted to affect the right of an employer to suspend, transfer, lay off, change the status of or discharge an employee for proper and sufficient cause."

Since the strike was unlawful, the employees could not have the protection of Section 2 (1) of the Act, which reads: "No person shall cease to be an employee within the meaning of this Act by reason only of his ceasing to work as the result of a lockout or strike which is not contrary to this Act or by reason only of dismissal contrary to this Act."

Regarding the second vote, the three employees of the office staff who voted were not employees on October 12, as they abstained from work on October 6, and thus ceased to be the company's employees and were not any longer eligible to participate in a strike vote under Section 24 (3) of the Act; the same applied to at least four employees of the sales staff. Besides, two persons who voted had not been the company's employees for some months. Consequently, there was not a sufficient number of qualified voters from the sales force to provide a majority for a strike, as required by Section 24 (3), as only eight of the sales staff had voted.

Furthermore, Mr. Justice Bissett could not see how this second balloting could legally authorize a strike that had been in existence since October 6, since Section 24 (3) makes it clear that no one shall strike until after a strike vote is taken of the employees in conformity with this Section of the Act. Therefore, he was of the opinion that this second strike vote did not cure the illegality of the strike.

Regarding the company's claim for injunction, Mr. Justice Bissett granted an injunction restraining the picketing of the company's premises. In this respect, he relied on the decision of the Supreme Court of Canada in *Gagnon v. Foundation Maritime Ltd.* (L.G., Sept. 1961, p. 939), where it had been held that, if a strike is illegal, all picketing is illegal and may be restrained by injunction.

Further, Mr. Justice Bissett held that to watch and beset anyone in their house or business, as was done in the case at bar,

is an actionable private nuisance if damages result therefrom. Damages did, in fact, result in the case under review as the company's loss of sales was substantial, as was the drop in the credit payments. In reaching this conclusion, he relied upon the opinion of Mr. Justice Locke in *Gagnon v. Foundation Maritime Ltd.* and Lord Lindley in *Quinn v. Leathem* (1901) A.C. 495, who said that, when illegal, "picketing is a distinct annoyance, and if damage results, is an actionable nuisance at common law."

Regarding the company's claim that the defendants were conspiring to interfere with the company's contractual relations, Mr. Justice Bissett referred to Mr. Justice Ritchie who, in the *Gagnon* case, defined "conspiracy" as follows:

> A conspiracy consists, not merely in the intention of two or more but in the agreement of two or more, to do an unlawful act or to do a lawful act by unlawful means. The essence of the crime of conspiracy lies in the agreement itself which may be punishable, although no action has been taken pursuant to it, but the tort of conspiracy sounds in damages and is concerned only with the effect upon others of steps taken to carry out such an agreement.

From the placards, picketing and the pamphlets it was apparent, in the view of Mr. Justice Bissett, that the defendants in the case under review, since the strike was unlawful, wrongfully conspired to procure, cause and influence the company's employees to abstain from work, to prevent and dissuade customers from going to the store and to urge credit customers to delay their payments. As it was in law a tortious conspiracy in such circumstances to interfere with contractual relations existing between the company and others, and since the company suffered a substatnial loss, the defendants were liable in damages and it was not necessary for the company to prove that actual breaches of contract took place (*Gagnon v. Foundation Maritime Ltd.*).

The Court granted an injunction restraining picketing and ruled that the company was entitled to damages. *Jacobson Brothers Ltd. v. Anderson et al* (1962), 30 D.L.R. (2d), Part 10, p. 733.

Nova Scotia Supreme Court...

...quashes certification order for province-wide bargaining unit; application covered smaller unit

On August 18, 1961, Mr. Justice MacDonald of the Nova Scotia Supreme Court, in *certiorari* proceedings, quashed a certification order and ruled that the Labour Relations Board had no jurisdiction to certify a union as a bargaining agent in respect of a whole province when the application to the Board was in respect of a specified bargaining unit covering employees of an employer working on a project at a named municipality.

On February 28, 1961, Local 271 of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers applied to the Nova Scotia Labour Relations Board to be certified as bargaining agent for a unit of employees employed by Ocean Steel & Construction Limited on the Nova Scotia Pulp Mill Limited project at Port Hawkesbury.

The company's business included fabrication of all types of steel and industrial contracting. The company's only permanent plant was situated at Saint John, and the only business carried on by the company in Nova Scotia was the erection of buildings or other works using materials fabricated at its Saint John plant. The work actually carried out by the company at Port Hawkesbury was the erection of steel tanks and precast wall panels fabricated in Saint John.

On April 17, 1961, the Board held hearings and no reference was made to the possible certification of any unit other than that described in the application.

On April 20 the Board issued an order certifying Local 271 as the bargaining agent for a unit consisting of boilermakers, riggers, erectors, fitters, blacksmiths, welders and helpers engaged in the erection of tanks and allied structures employed by the company in the province of Nova Scotia, but excluding foremen and employees above that rank.

The company challenged the certification order in *certiorari* proceedings, on the ground that, considering the localized character of the unit in respect of which the application was made, the Board had no jurisdiction to grant certification applicable to the whole province and, by extending the geographical scope of the unit beyond that requested, the Board exceeded its jurisdiction. Also, the company claimed that the Board had no jurisdiction to base its order upon a determination of membership in good standing in the trade union "as of the date of the filing of the application."

Mr. Justice MacDonald noted that, in the application for certification, the unit of employees in respect of which certification was requested was confined to employees of the company *employed upon a particular project at Port Hawkesbury*, but the certification order was issued in respect of a unit of *employees of the company in the province of Nova Scotia*. The question before the Court to decide was whether the Board could thus extend the geographical extent of the unit requested. In

answering this question, Mr. Justice MacDonald noted that the Board does not initiate the process leading to certification but that it acts upon an application made to it. Upon receiving the union's application, it is the duty of the Board to determine whether the proposed "unit" is one "appropriate for collective bargaining." Before making such a determination "the Board may . . . include additional employees in, or exclude employees from the unit" (S. 9(1)); but must be satisfied by vote or examination of records or such enquiries (or hearing) as it deems necessary of the wishes of the employees in the unit (S. 9(1), (2), (4)).

The Nova Scotia Trade Union Act provides also that the questions as to the appropriateness of the unit (and such questions as whether the majority of the employees in the unit are members in good standing of a trade union) are to be decided by the Board finally, subject to its own reconsideration of its decisions. If the Board is "not satisfied" that the trade union is entitled to be certified, it will reject the application (S. 9(7)).

In Mr. Justice MacDonald's view, the jurisdiction of the Board in respect of certification attaches upon receipt of an application by a trade union for certification as bargaining agent for a defined unit of employees according to Section 7(1); and its duty, and jurisdiction, in the words of Section 9(1), is to "determine *whether the unit in respect of which the application is made* is appropriate for collective bargaining." (The judgment of the Supreme Court of Canada in *B.C. Employees' Union, Local 260, v. B.C. Hotels Ass'n* (L.G. 1955, p. 676) gave support to this conclusion.)

It is quite consistent with this view of the Board's restricted jurisdiction in relation to determining the appropriateness of the proposed unit that the Board should be able substantially to alter the composition of the proposed unit by the addition or exclusion of certain classes of employees pursuant to Section 9(1), a procedure that the Court approved in *The Queen (Ex p. Mun. Spraying & Contracting Ltd.) v. Labour Relations Bd. (N.S.),* (1955), 2 D.L.R. 681.

In the case at bar, Mr. Justice MacDonald pointed out, the Board created a unit entirely unlike that desired by the applicant union and one that could not be determined to be appropriate from the terms of the application itself, particularly as it became applicable to all future employees of the company who might be engaged in unknown projects in other and unrelated parts of Nova Scotia on which the company might subsequently engage.

Mr. Justice MacDonald stressed, however, that there was nothing in the Act to prevent certification in respect of a province-wide group of employees of an employer *if application were made therefor*. When, however, the application relates only to employees engaged on a local project, the Board is without power to grant certification covering employees engaged elsewhere in the province. Consequently, Mr. Justice MacDonald held that the order of certification issued by the Board on April 20 must be quashed for lack of jurisdiction.

Next, Mr. Justice MacDonald dealt with the company's argument that the Board had no jurisdiction to base its order upon a determination of membership in good standing in the trade union *as at the date of the filing of the application* pursuant to Regulation 3A. The company claimed that the Act required that the determination as to membership in good standing had to be made as of the date of the order. In deciding this matter as of the date of the application, the Board showed an error of law on the face of the record.

In rejecting this claim, Mr. Justice MacDonald said that if there was an error of law, it was a mere error in the exercise of an established jurisdiction in respect of a matter removed from judicial scrutiny by Section 58 of the Act, whereby the Board's determination of such matter is made "final and conclusive and not open to question or review." The Board is authorized to determine its own procedure and, by Section 57, may make regulations governing its procedure and "may . . . prescribe what evidence shall constitute proof that a person is a member in good standing of a trade union"; and pursuant to that latter provision the Board passed regulation 3A, whereby such a member was deemed to be a member in good standing *"as at the date of the application for certification."* In Mr. Justice MacDonald's opinion, this regulation was within the power of the Board to enact.

An application for certification, he continued, must be processed by the administrative officers of the Board and some facts determined as of certain dates and according to a known technique. One of the elements in such a technique is necessarily the date as of which such facts must be found to exist or not to exist. He did not agree with the view expressed in the decision of the Appeal Court of New Brunswick in *Re Universal Constructors & Engineers Ltd. v. Labour Relations Bd. of N.B.* (1961), 27 D.L.R. (2d) 423 that a Board, before making a certification order, must, as a matter of law, carry its scrutiny of the composition of the bargaining unit down to the

time of the hearing. He was in agreement with a much more practical view taken by the courts in *Underwater Gas Developers Ltd. v. Ontario Labour Relations Bd.* (L.G. 1960, p. 280 and p. 1300) that it must be left to the discretion of the Board whether or not to carry its scrutiny of the composition of the bargaining unit down to the time of the hearing, and, if new developments arise immediately prior to certification, it is for the parties to seek reconsideration of the certification order. In this respect, Section 58 of the Nova Scotia Trade Union Act provided that a determination made by the Board in an order is final and conclusive, but the Board may, if it considers it advisable to do so, reconsider any decision or order and may vary or revoke such a decision or order; and the Nova Scotia Board has provided for that in Regulation 14.

The Court quashed the certification order on the ground that the Board had no jurisdiction to certify Local 271 as a bargaining agent for a province-wide bargaining unit, thus extending the geographical scope of the unit beyond that which was requested. *The Queen v. Labour Relations Board (Nova Scotia),* (1961), 29 D.L.R. (2d), Part 7, p. 449.

Ontario High Court...

...upholds validity of union dues agreement that was collateral to collective agreement in force

On October 31, 1961, Chief Justice McRuer of the Ontario High Court ruled that a union dues agreement (a collateral agreement to a collective agreement) was a collective agreement as defined by Section 2(1) of the I.R.D.I. Act and binding on an employee who ceased to be a member of a union.

Canadian Pacific Railway Company (Eastern Region) had collective agreements with the Brotherhood of Locomotive Engineers and with the Brotherhood of Locomotive Firemen and Engineers dealing with conditions of employment and also establishing a preference of employment. The most recent of these collective agreements with regard to enginers was of January 20, 1959.

On January 21, 1954, the Railway Company had signed a joint agreement with both unions, called "union dues agreement," which was collateral to the collective agreements, and made certain preference jobs conditional upon the payment of union dues. The purpose of the union dues agreement, stated in the preamble was, "to provide for payment of union dues as a *condition of continued preference of employment* with the railway company." Clause 1(a) covering engineers provided that every employee covered by the collective agreement and assigned to the engineers' working list would tender to the Brotherhood of Locomotive Engineers the amount of the monthly union dues. Failure in paying union dues would result in the loss of preference of employment.

Hill, a locomotive engineer and plaintiff in the case under review, prior to August 1957 was a member in good standing of the Brotherhood. In July 1957 he resigned as a member of the Brotherhood and joined another union. However, he continued to pay his union dues to the Brotherhood until November 1959, when he refused to do so. As a result of his action, he lost the preference of employment and suffered some economic loss.

In January 1960, he resumed the payment of dues as a non-member of the union and his preference of employment was restored. However, he applied to the High Court for a declaration that the union dues agreement was not binding on him since his resignation from the Brotherhood in August 1957, and was null and void as it purported to affect him.

The main argument before Chief Justice McRuer was that the union dues agreement was not a collective agreement as defined in Section 2(1)(d) of the Industrial Relations and Disputes Investigation Act, which reads as follows:

> "Collective agreement" means an agreement in writing between an employer or an employers' organization acting on behalf of an employer, on the one hand, and a bargaining agent of his employees, on behalf of the employees, on the other hand, containing terms or conditions of employment of employees including provisions with reference to rates of pay and hours of work;

In the opinion of the Chief Justice, the union dues agreement fulfilled the requirements of the collective agreement in so far as it was in writing and it was between an employer and two bargaining agents of his employees who entered into the agreement on behalf of the employees. A question remained whether it came within the remaining terms of the definition of a collective agreement, namely, whether it contained terms or conditions of employment.

This determination was important because the union dues agreement purported to be an agreement on behalf of the plaintiff, who was employed as an engineer. Under Section 10 of the Act, where a trade union is certified as the bargaining agent of the employees in a unit, it has exclusive authority to bargain collectively on behalf of employees in a unit and to bind them by a collective agreement until the certification

is revoked. The Brotherhood of Engineers has had, since 1954, the exclusive right to bind all the employees of the railway company coming within the ambit of the collective agreement, and that included the plaintiff.

Section 18 of the Act provides:

A collective agreement entered into by a certified bargaining agent is, subject to and for the purposes of this Act, binding upon

(a) the bargaining agent and every employee in the unit of employees for which the bargaining agent has been certified, and,

(b) the employer who has entered into the agreement or on whose behalf the agreement has been entered into.

Therefore, if the union dues agreement was a collective agreement, the plaintiff was bound by it as long as he was employed by the company as an engineer or until the agreement was terminated.

The union dues agreement, in order to be considered a collective agreement, would have to be one "containing terms or conditions of employment of employees" within the meaning of Section 2(1)(d) of the I.R.D.I. Act.

Chief Justice McRuer noted that in *Sloan v. C.N.R.* (unreported) Mr. Justice Montpetit of the Quebec Superior Court came to the conclusion that a similar agreement was a collective agreement.

Since that judgment was given, the matter was dealt with in the Supreme Court of Canada in *Syndicat Catholique des Employés de Magasins de Québec, Inc. v. Compagnie Paquet Ltée.* (L.G. 1959, p. 286) where, in dealing with Quebec labour laws, it was stated that a collective agreement could be of wide scope. There are only two limiting factors—the terms of the agreement must relate to conditions of labour and must not be prohibited by law.

Section 2(1)(d) of the I.R.D.I. Act uses the words "terms or conditions of employment of employees" instead of the words "conditions of labour" used in the Quebec legislation. In the view of Chief Justice McRuer, the words of the federal Act are broader than the words in the provincial Act. Further, he added, the provisions in the union dues agreement that employees must pay union dues whether they belong to the union or not, or be subject to the discipline of losing a preference of runs given to employees who did pay union dues, were clearly terms or conditions of employment. The Brotherhood agreed to it and, by Section 18 of the Act, the plaintiff was bound by it while he continued in the employment of the company.

Another argument put forward by the company's counsel was that the agreement of January 20, 1959 was the only effective collective agreement between the company and the Brotherhood of Engineers, and insofar as the union dues agreement might have been in conflict with the collective agreement of 1959, it was overridden by it. The Chief Justice could see no reason why a union should not have two collective agreements dealing with different aspects of terms or conditions of employment, one dealing with those aspects that do not come up for periodic review, and another dealing with aspects that are likely to require periodic review. The parties have regarded the union dues agreement as one of the sort that did not require review unless one of the parties desired to terminate it. The other agreement dealt extensively with terms or conditions of employment that right have to be reviewed periodically. This being true, the Chief Justice added, one would hesitate to find that, because of some inconsistency between the two agreements, the union dues agreement was abrogated by the collective agreement.

In the opinion of the Chief Justice, the two agreements had to be taken together and read together as two agreements dealing with different aspects of terms or conditions of employment, and, as such, they were complementary one to the other. Consequently, the plaintiff, being an employee of the company, was bound by the terms of both these agreements unless they contained something forbidden by the express provisions of the I.R.D.I. Act.

The plaintiff argued that the union dues agreement was in conflict with the provisions of Section 4(4) read in conjunction with Section 6(1).

S. 4 (4) No employer and no person acting on behalf of an employer shall seek by intimidation, by threat or dismissal, or by any other kind of threat or by the imposition of a pecuniary or other penalty, or by any other means, to compel an employee to refrain from becoming or to cease to be a member or officer or representative of a trade union, and no other person shall seek by intimidation or coercion to compel an employee to become or refrain from becoming or cease to be a member of a trade union.

S. 6 (1) Nothing in this Act prohibits the parties to a collective agreement from inserting in the collective agreement a provision requiring as a condition of employment, membership in a specified trade union, or granting a preference of employment to members of a specified trade union.

The plaintiff contended that, taken by itself, the union dues agreement would be illegal at common law. Further, it was argued that if the employees agreed together and with their employer that employees

who are not members of the union must pay the union dues, such agreement, at common law, would be illegal, unless authorized by the statute. In the plaintiff's opinion, Section 6(1) did not authorize such agreement because the section in question deals only with membership in a trade union, and does not deal with the requirement of non-members to pay dues to the trade union.

Chief Justice McRuer was not prepared to accept that the union dues agreement would, in the absence of legislation, be illegal at common law.

He thought, however, that the I.R.D.I. Act, quite irrespective of Sections 4(4) and 6(1), by Sections 10 and 18 authorized the type of agreement in the case at bar, and that an employer was entitled under the Act to agree with a trade union acting on behalf of his employees that payment of union dues was a condition of employment or a condition to the enjoyment of preferences in employment. In his opinion, the purpose of Sections 4(4) or 6(1) is to preserve the right of freedom to belong to a union, or freedom to refrain from belonging to a union. An employee is not to be subject to coercion, but that is a very different thing from an employer's saying to his employees: "If you wish to have the benefits of the collective agreements that we enter into with the union, and to remain in our employ, you will pay union dues."

The Court found the union dues agreement valid and binding on an employee who ceased to be a union member. *Hill v. Canadian Pacific Railway Company et al.* (1961), 30 D.L.R. (2d), Part 8, p. 503.

Ontario High Court...

...dismisses application to quash ruling of an arbitration board under collective agreement

On November 21, 1961, Chief Justice McRuer of the Ontario High Court, in *certiorari* proceedings, dismissed an application to quash a ruling of the arbitration board constituted under collective agreement. The Court held that, where a specific question of law was referred to a Board of Arbitration, the Court had no power to review a decision on that question in *certiorari* proceedings.

There was a collective agreement between Canadian Westinghouse Company Ltd. and Local 504 of the United Electrical, Radio and Machine Workers of America, which, in Article 7, dealt with "specified holidays" as follows:

> 7.01 The company agrees to pay average hourly earned rate on the following specified holidays without requiring the employee to render service: New Year's Day, Good Friday, Victoria Day (Empire Day), Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day.
>
> 7.02 This will apply only:
>
> (a) When the specified holiday falls or *is directed* by statute to be observed on a normal working day; ...

January 1, 1961 fell on a Sunday and the usual holiday was observed on January 2. The company refused to recognize January 2 as a holiday within the terms of the collective agreement. In due course, the grievance was submitted to arbitration and the majority of the Board allowed the grievance and ordered the company to pay the employees such pay as they were entitled to under the terms of the agreement as interpreted by the Board.

In their reasons, the majority of the Board stated that apparently some difficulty had arisen in interpretation of Clauses 7.01 and 7.02 of the agreement because of a common belief that the eight holidays named were all statutory holidays. In fact, only two of them are statutory holidays in the sense that they are prescribed by statute, namely, Victoria Day and Dominion Day. On the other hand, Good Friday, Christmas Day and New Year's Day are not prescribed as holidays by any Ontario or Dominion statute, but appear to be holidays established by usage and custom. Such custom originated when these days were decreed as holy days by the Church, and eventually became converted by common usage into public holidays. If Christmas happens to fall on Sunday, by custom and usage the following Monday may be observed as a holiday, and this practice has become almost universal in Canada; the same custom prevails with respect to New Year's.

Further, the Board stated that it was not disputed that in Hamilton, January 2, 1961 was observed as a holiday by banks, public servants, stores, and nearly all industry, except the plants of the company in question.

The majority of the Board concluded that there was a latent ambiguity in the terms of the written agreement and the Board was therefore permitted to receive and consider evidence of surrounding circumstances and the course of conduct of the parties with reference to previous agreements in similar terms. From the course of conduct that had been followed and the interpretation the parties had put on the same language in prior agreements, the Board concluded that the ambiguity should be resolved in favour of the employees.

The company applied by way of *certiorari* to quash the arbitration award on the ground that there were errors of law on the face of the award. Counsel for the company argued that there was no latent ambiguity in the written agreement and that the Board created a latent ambiguity by receiving evidence of surrounding circumstances and previous practices, and that this was an error in law.

The Chief Justice did not accept this argument and held that the Board did not err in law in deciding that the clauses in question were ambiguous. In fact, in his opinion, these clauses were not free from patent ambiguity, as none of the special holidays named in Clause 7.01 came within the description of a holiday that was "directed by statute to be observed on a normal working day."

As it is an elementary rule in the construction of written documents that words used are intended to have some meaning, the Board was right in seeking to determine what the intention of the parties was in using words, which, taken in their literal sense, had no meaning in the context in which they were used. In order to give the words proper meaning, it became necessary to resort to evidence of custom and usage and the previous conduct of the parties in relation to similar wording in prior agreements, and it was not unreasonable for the Board to conclude that the parties intended that the relevant words used in Clause 7.02 were intended to describe what is popularly referred to as a statutory holiday or a holiday authorized by statute, and that January 2 should be recognized as a holiday in cases where January 1 fell on a Sunday.

The next question for Chief Justice McRuer to decide was whether the Court had any power to review an award of a Board of Arbitrators where the question referred to them was a specific question of law. He noted the distinction between the jurisdiction of the Court where a specific question of law is referred to an arbitrator and where the question referred may require a decision on a question of law that is incidental to deciding the whole matter. In the former case, the Court cannot set aside the decision of the arbitrator because his decision may be erroneous, but in the latter case, an award may be set aside because of an error of law apparent on the face of the award. Among the authorities cited by the Chief Justice were *Govt. of Kelantan v. Duff Development Co.* (1923) A.C. 395; *Absalom (F. R.) Ltd. v. Gt. Western (London) Garden Village Society Ltd.* (1933) A.C. 592; *Faubert & Watts v. Temagami Mining Co.*, (1960) S.C.R. 235; *Re The Bay Co. (B.C. Ltd.) & Local 170 of the Pipefitting Industry* (1960), 24 D.L.R. (2d) 582.

In the case under review, a specific question of law was referred to the Board, in substance: "What is the correct interpretation of Clause 7.02 of the collective agreement?" The Board honestly decided that there was a latent ambiguity in the clause.

In the opinion of the Chief Justice, when Clause 7.02 was read along with the available statute law, the ambiguity was more patent than latent. And following the principle stated above, he did not think he had power to review the decision of the Board as long as there was any ground on which it could decide that there was an ambiguity in the agreement. The Board, having decided that there was an ambiguity, proceeded in a proper manner by its own process to solve it.

In the Chief Justice's view, it was not his task to consider whether the Board came to the right conclusion or the wrong one. The specific point of law was referred to it for decision and that decision was final unless it appeared on the face of the award that the Board misconducted itself by the improper reception of evidence or otherwise. The Board did not err in receiving evidence of the circumstances under which the contract was entered into, including the previous conduct of the parties in reference to the interpretation they themselves had put on similar clauses in previous agreements. This evidence was necessary and relevant to the interpretation of the language of the clause, which, taken by itself, in the light of all the circumstances, had no real meaning. The Board decided that the words in question were ambiguous and it decided what the words were intended to mean. In the opinion of the Chief Justice, the Board's conclusion was final.

The Court dismissed the company's application and upheld the arbitration Board's award. *Re Canadian Westinghouse Co. Ltd. and United Electrical, Radio & Machine Workers of America, Local 504,* (1962), 30 D.L.R. (2d), Part 10, p. 676.

Recent Regulations under Provincial Legislation

Revised safety regulations governing explosives issued by Alberta Workmen's Compensation Board. New minimum first aid requirements laid down in Quebec

In Alberta, revised regulations governing explosives place new obligations on employers, supervisors and workmen and lay down stricter requirements with respect to the use of explosives.

New first aid rules issued by the Quebec Workmen's Compensation Commission stipulate that every workplace with more than 200 employees must have an emergency first aid room.

Alberta Workmen's Compensation Act

New safety regulations governing explosives issued by the Alberta Workmen's Compensation Board were gazetted as Alta. Reg. 40/62 on February 15, replacing Alta. Reg. 790/57 and Alta. Reg. 788/57. The new regulations apply to all employers and workmen concerned with the storage, use, handling, preparing and firing of explosives, except persons subject to the Coal Mines Regulation Act.

The new regulations are more comprehensive than those they replace. They set out specifically the responsibilities of employers, supervisors and workmen, and also deal with magazines; transportation of explosives and detonators; use, handling, preparation, loading and firing of explosives; and the powers of inspectors.

They place an obligation on the employer to ensure that his employees comply with these and other relevant accident prevention regulations.

The supervisor and foreman, too, now have a definite responsibility for the safety of workmen under their direction and control; they must ensure that no workman works in an unsafe manner or in unsafe circumstances. All tools and equipment must be maintained in safe working condition.

The workman is now obliged to use the safeguards, safety appliances, personal protective equipment or devices furnished for his protection. In this respect, the regulations state that the workman must wear a safety hat where there is a hazard from falling objects and eye protective equipment in specified circumstances. The employer is required to provide this safety equipment, and also an approved first aid kit at each location where work is being done.

An employer must now obtain a permit from the Workmen's Compensation Board to use, handle, prepare or fire an explosive. Previously, he had to obtain a permit before purchasing explosives. Now, the employer is prohibited from allowing a workman to use, handle, prepare or fire an explosive unless the workman is authorized by name in the permit to do so.

The qualifications of such a workman are more strict than formerly. He must now be 21 years of age. Also, he is required to have at least six months experience within the preceding 24 months in using, handling, preparing and firing an explosive under the supervision, control and instruction of a workman authorized by the Board to perform these functions. In addition, he must hold a first aid certificate approved by the Board.

An employer's permit is not transferable and is valid for not more than two years. It must be returned to the Board for cancellation on expiry or termination of the workman's employment; it may also be cancelled or suspended by the Board at any time for cause.

Where more than one workman is authorized to use or handle an explosive, the employer must designate one person to be in charge of the blasting operation and must inform the Board which workman is in charge. The workman designated will be responsible for the safety and safe conduct of all persons in the vicinity.

The regulations state that the Explosives Act of Canada and regulations under it govern the storage of explosives and their transportation by road and private railway. The regulations incorporate an abstract from the Revised British Table of Distances, which governs the distance that a permanent storage magazine must be located from transportation routes or buildings. Another table sets out location requirements for a portable storage magazine. Other provisions dealing with magazines concern their construction, ventilation, protection, separation of explosives and detonators, use and storage of tools, removal of brush and debris and lighting.

The regulations contain a number of specific provisions relating to the transportation of explosives. The transportation of explosives and detonators by trailer is expressly forbidden, and certain packaging requirements for their transport are set out. Vehicles carrying explosives must bear specified "EXPLOSIVES" signs, amber and red lights, and be equipped with two fire extinguishers and an approved first aid kit.

They must not be taken into a garage or other building. Emergency running repairs only may be made to a vehicle unless the explosives are removed to a magazine.

Vehicles used to carry explosives must be inspected daily to ensure that fire extinguishers, electric wiring, gas tanks, feed lines, brakes and steering apparatus are in good order; that the chassis, engine, pan and bottom of body are clean and free from surplus oil and grease; that all metal sections of the vehicle are bonded together, and the vehicle is properly grounded when stationary.

A further provision prohibits smoking by any person in, on or attending a vehicle containing an explosive.

The regulations contain a number of requirements in connection with the use, handling and preparation of explosives. Among other precautions, a workman must not smoke in the immediate vicinity of an explosive and must not carry explosives or detonators in his pockets.

In geophysical operations, only the blaster and his helper may be permitted within 300 feet from the shot point when the shot is being fired, and the shooting truck must not be closer to the shot point than the minimum distance prescribed in the table incorporated in the regulations.

Requirements relating to explosives specify the order in which stock must be used, when it must be used, how cases are to be opened, how dynamite is to be cut, and the procedure for disposing of a deteriorated explosive. The regulations forbid placing explosives near an open flame or other specified sources of heat or light that might cause an explosion, and prohibit blasting during an electrical storm.

The employer is required to provide crimping tools and a suitable place for their use. He must also provide a powder box, according to specifications, for use as a separate storage where explosives and detonators are being used. The regulations stipulate that the keys to the locks on a powder box must be kept by the blaster, supervisor or other person authorized by the employer.

The regulations contain a number of requirements dealing with the loading of explosive charges. One of these provisions specifies that at the shot point the exploder must be kept under the direct supervision and control of the blaster.

The regulations also include a section relating to the firing of explosives. Some of its provisions specify the precautions to be taken by the blaster to ensure the safety of persons and property. Blasting may not be carried on in the area of a permanent broadcasting transmitter unless the distance from the shot point to the nearest mast is not less than that prescribed in the table given in the regulations. Another provision requires that, if there is a radio transmitter on a shooting truck, the power switch must be in the "Off" position when there are detonators outside their magazine or above ground. Other requirements deal with fuses, electric blasting detonators, counting of explosives, misfires, bootlegs, exploders and the removal of waste and other matter before abandoning a shot point.

The regulations empower the inspector to order the employer or supervisor to make whatever changes, improvements or repairs are necessary to remove hazards to workmen or reduce the possibility of accident.

Manitoba Tradesmen's Qualification Act

The Manitoba Tradesmen's Qualification Act was brought into force February 15, 1962, by a proclamation gazetted February 17. The Act, which was passed in 1961, provides for voluntary certification of tradesmen with provision for compulsory certification at some future date.

Ontario Energy Act

Ontario has amended its regulations governing the consumption of gas and fuel oil, issuing O. Reg. 24/62 under the Energy Act. Relevant provisions previously contained in O. Reg. 156/61 are revoked.

Gazetted February 3, the amendment designates three organizations as agencies authorized to test and approve gas and fuel oil appliances in accordance with specifications approved by the Minister of Energy Resources.

The Canadian Gas Association is again a designated organization in respect of gas appliances.

The Canadian Standards Association and the Underwriters' Laboratories of Canada are now designated organizations in respect of gas appliances having an input exceeding 400,000 BTUs per hour, gas appliances of any input used for tobacco curing, commercial laundering and steam cleaning, and components of appliances used for liquefied petroleum gas only. They are also the organizations designated to test fuel oil appliances.

All three organizations are authorized to test appliances designed to burn both gas and fuel oil, either together or separately.

Ontario Trade Schools Regulation Act

Dental assistant training and dental nursing were added to the list of trades designated under the Ontario Trade Schools Regulation Act by O. Reg. 33/62 gazetted

February 17. As a result, schools offering instruction in dental assistant or dental nursing work are now subject to regulation by the Department of Education.

All such schools must now register and submit an annual statistical statement and financial report to the Minister of Education and comply with other provisions of the regulations under the Act.

Quebec Workmen's Compensation Act

A new regulation of the Quebec Workmen's Compensation Commission setting out minimum first aid requirements for establishments subject to the Workmen's Compensation Act, approved by O.C. 215, was gazetted March 3 to go into force September 1, 1962.

The new regulation (No. 24) stipulates that the first aid attendants must keep records showing the particulars of every accident and of the first aid treatments given. These records are to be made available for inspection upon request.

If the establishment has no medical department or nurse, the first aid attendant must be a duly qualified person with experience in the treatment of work injuries. The attendant is responsible for seeing that first aid supplies and equipment are kept in good order and easily accessible for immediate use.

The first aid supplies and equipment to be provided vary with the size of the establishment. All workplaces, however, are required to have a standard first aid manual similar to that of the St. John Ambulance and a first aid box containing the instruments, drugs and dressings specified. Establishments with more than 200 employees must have an emergency first aid room.

A number of rules regarding procedures to be followed with respect to different kinds of accidents (burns, fractures, etc.) are set down. One stipulates that first aid attendants must not suture wounds or carry out other procedures normally performed by doctors.

New Hazardous Occupations Order in U.S.

Order No. 16 declares all occupations in roofing operations to be particularly hazardous, prohibits employment of persons under 18 years in such occupations

The United States Secretary of Labor has issued an order declaring all occupations in roofing operations to be particularly hazardous for the employment of minors. As a result, young persons between 16 and 18 years of age are now barred from employment in such occupations.

The new order, Hazardous Occupations Order No. 16, went into force on February 5, 1962.

The order was issued under authority of the Fair Labor Standards Act, which regulates child labour and, as well, prescribes a minimum wage and establishes a regular work week of 40 hours for all employees engaged in interstate or foreign commerce or in the production of goods for such commerce.

The child labour provisions are designed to protect the safety, health, well-being and opportunities for schooling of young workers. One provision directly prohibits the employment of oppressive child labour in interstate or foreign commerce or in the production of goods for such commerce.

Oppressive child labour is defined to cover employment of children below the age set in the Act or in administrative regulations. The general minimum age established by the Act is 16 years, except in occupations declared by the Secretary of Labor to be particularly hazardous for the employment of young persons between 16 and 18 years or detrimental to their health or well-being. The Secretary of Labor is also empowered to issue orders or regulations permitting the employment of children between the ages of 14 and 16 years in non-manufacturing and non-mining occupations provided such work will not interfere with their schooling or prove detrimental to their health or well-being. Under this authority, regulations have been issued fixing a 14-year minimum in such occupations as office and sales work, with limitations as to daily, weekly and night hours.

Hazardous occupations orders are issued after public hearings and advice from committees composed of representatives of employers and employees in the industry and of the public. In the 1939-1956 period, 13 such orders were issued, and two more were issued in October 1960.

Investigation and Hearing

The 16th hazardous occupations order, that covering roofing operations, was issued after the customary investigation and hearing. With the aid of technical advisers from State labour departments, management, labour, insurance and professional safety organizations, the Labor Department's Bureau of Labor Standards made an investigation of the hazards to 16- and 17-year-old persons employed in roofing operations.

Roofing operations were selected for study primarily because they had long been recognized by safety experts and others as one of the most hazardous segments of the building construction industry. The investigation was also prompted by reports to the Department indicating that minors under 18 were being injured in such employment. Also, several States had requested that this investigation be made.

The investigation covered all roofing operations performed in connection with the installation of new roofs, including related metal work, and alterations, additions, maintenance and repair of existing roofs.

Operations and hazards were observed in Illinois, Maryland and the District of Columbia, employers and employees were interviewed, and material handling methods, housekeeping practices, use of power tools and hand tools, personal protective equipment and safety practices followed were studied. In addition, information and advice were obtained from governmental agencies, trade associations, safety specialists, union officials and others. State laws were reviewed to determine to what extent minimum ages had been established for occupations in roofing operations. Also, a study was made of a variety of publications describing roofing occupations, operations, hazards and recommended safety practices.

A report of the investigation entitled, "Occupational Hazards to Young Workers, Report No. 16, Roofing Operations", was submitted in August 1961.*

According to the Report, statistical data collected by the Bureau of Labor Statistics showed that, in 1958, work-injury frequency and severity rates for roofing and sheet metal work done in connection with roofing operations greatly exceeded the corresponding injury-frequency rate and severity rate for all manufacturing. They were also higher than the corresponding rates for contract construction. The Report stated: "The rates for roofing and sheet metal work are exceedingly high by any standard of measurement and reflect the hazardous conditions under which such work is performed."

One of the major hazards noted in the investigation was the danger of falls while working on roofs or scaffolds or while climbing ladders. This hazard is increased when employees must lean out over the edge of the roof to receive hoisted materials. The Report stated that sheathing often becomes rotten or weakened and may collapse under a roofer's weight. Falling through skylights temporarily covered with roofing paper is another cause of serious injury.

Another major hazard is the possibility of being seriously burned by hot tar (pitch, asphalt, etc.), which is heated to 350°F-475°F- Many burns result from handlers tripping or stumbling over obstructions and splashing the tar over themselves. Roofers are frequently burned by spattering tar when applying it with mops. Sometimes the tar fumes in the kettle ignite and cause serious injury to those close by. Tar kettles may even explode when overheated. Fume poisoning and eye injuries often occur from the fumes, the Report stated.

In view of these and other hazards, the Report recommended that an order be issued prohibiting the employment of minors under 18 in roofing operations. "Because of the high degree of hazard to which most employees in roofing operations are constantly exposed, and because such operations require mature judgment, caution and 'know-how', characteristics frequently lacking in young and inexperienced employees, it appears that an 18-year age minimum is warranted for all roofing operations," it said.

In accordance with established practice, a hearing on the proposed new hazardous occupations order was held on November 30, at which interested persons were given an opportunity to present data, views and arguments.

On December 26, 1961, Secretary of Labor Goldberg issued the new order, which went into force on February 5, 1962.

Order No. 16

In the order, "roofing operations" is defined to cover all work performed in connection with the application of weatherproofing materials and substances (such as tar or pitch, asphalt prepared paper, tile, slate, metal, translucent materials, shingles of asbestos, asphalt or wood) to roofs of buildings or other structures. The term also covers all work in connection with: (1) the installation of roofs, including related metal work such as flashing and (2) alterations,

*Available from the Bureau of Labor Standards, U.S. Department of Labor, Washington 25, D.C.

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additions, maintenance, and repair, including painting and coating, of existing roofs. However, the order does not cover gutter and downspout work; the construction of the sheathing or base of roofs; or the installation of television antennas, air conditioners, exhaust and ventilating equipment or similar appliances attached to roofs.

Just as four earlier orders did, the new hazardous occupations order permits the employment of 16- and 17-year-old apprentices and student-learners under specified safeguards. An apprentice between 16 and 18 years who is employed in an apprenticeable trade may, intermittently and for short periods, engage in roofing operations, provided the work is incidental to the apprentice training and is carried on under the direct and close supervision of a journeyman as a necessary part of his apprenticeship training. The apprentice also must be registered by the Bureau of Apprenticeship and Training of the United States Department of Labor or a state agency recognized by the Bureau or be employed under a written apprenticeship agreement under conditions deemed by the Secretary of Labor to conform substantially to federal or state standards.

Similarly, a student-learner 16 or 17 years of age may engage in roofing operations only if he is enrolled in a course of study and training in a co-operative vocational training program under a recognized state or local educational authority or in a substantially similar course conducted by a private school. He must be employed under a written agreement which provides that any hazardous work he may be required to do will be incidental to his training, will be intermittent and for short periods of time and will be performed under the direct and close supervision of a qualified and experienced person. The agreement must provide also that safety instruction will be given by the school and correlated by the employer with on-the-job-training and that a schedule of organized and progressive work practices to be performed on the job have been prepared. Every written agreement must show the name of the student-learner and must be signed by the employer and school co-ordinator or principal. Copies of the agreement are to be kept by the school and the employer. If reasonable precautions are not taken to ensure the safety of minors, the exemption for student-learners may be revoked.

The same practice was followed in orders governing power-driven woodworking machines; power-driven metal forming, punching and shearing machines; power-driven paper-products machines; and circular saws, band saws and guillotine shears (Orders 5, 8, 12 and 14).

A final provision in the order states that nothing in it justifies non-compliance with a federal or state law or municipal ordinance establishing higher standards.

Previous Orders

The 15 previous orders prohibited the employment of persons under 18 years of age in the following:

1. Occupations in or about plants manufacturing or storing explosives or articles containing explosive components;

2. Occupations of motor-vehicle driver and helper;

3. Coal-mine operations;

4. Logging occupations and occupations in the operation of any sawmill, lath mill, shingle mill, or cooperage-stock mill;

5. Occupations involved in the operation of power-driven woodworking machines;

6. Occupations involving exposure to radioactive substances;

7. Occupations involved in the operation of elevators and other power-driven hoisting apparatus;

8. Occupations involved in the operation of power-driven metal forming, punching and shearing machines;

9. Occupations involved in mining, other than coal;

10. Occupations in or about slaughtering and meat packing establishments and rendering plants;

11. Occupations involved in the operation of power-driven bakery machines;

12. Occupations involved in the operation of power-driven paper-products machines;

13. Occupations involved in the manufacture of brick, tile and similar products;

14. Occupations involved in the operation of circular saws, band saws and guillotine shears;

15. Occupations involved in wrecking, demolition and ship-breaking operations.

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Claimants at end of January 97,300 more than at end of previous month but 148,400 fewer than year earlier, statistics* show. Proportion of claimants coming under seasonal benefit the same as previous year, at 25 per cent

Claimants† for unemployment insurance benefit on January 31 numbered 698,500. This was greater than the December figure of 601,200 by a little more than 16 per cent, but about 17.5 per cent below the January 1961 total of 846,900.

The January total includes 174,200 persons claiming under the seasonal benefit provisions‡, compared with 108,500 claiming seasonal benefit on December 29, and 205,000 on January 31, 1961. The proportion of claimants classed as coming under seasonal benefit provisions—25 per cent—was the same as on January 31, 1961.

Of persons coming on claim during the last three months, four out of five were males, but males comprised fewer than two out of three of those on claim for more than 20 weeks on January 31.

> In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.
>
> Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Initial and Renewal Claims

Initial and renewal claims filed at local offices in January numbered 320,000, which was 37,700 fewer than in December and 24,000 under the total of January 1961. Three out of four claims filed during these periods were classed as "initial."

Of the 237,300 initial claims filed during January, a little more than three quarters could be classed as new separations from employment, the remainder being made by persons who had exhausted benefit and were seeking re-establishment of credits under either the regular or the seasonal benefit provisions. To this may be added 82,900 renewal claims, making a total of 266,500 new cases of recorded unemployment during January.

The estimated average weekly number of beneficiaries was 560,100 for January, in comparison with 320,200 for December and 672,500 for January 1961.

Benefit payments totalled $57,800,000 in January, which was almost double the total of $29,400,000 for December, but almost $10,000,000 less than the January 1961 total of $67,700,000.

The average payment per week compensated was $24.57 in January, $24.20 in December and $23.96 in January last year.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for January showed that insurance books or contribution cards were issued to 4,972,478 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1961.

At January 31, registered employers numbered 336,437, an increase of 148 since December 31, 1961.

See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. During the seasonal benefit period, claims in process are classed as regular until the computation of their contribution credits indicates otherwise.

‡Payments under the seasonal benefit provisions of the Act cannot be made for any week of unemployment prior to November 26. However, claims processed after mid-November and failing the regular requirements are re-computed immediately under the seasonal benefit provisions and post-dated to November 26.

Enforcement Statistics

During January, 9,962 investigations were conducted by enforcement officers across Canada. Of these 6,497 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 217 were miscellaneous investigations. The remaining 3,248 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 297 cases, 59 against employers and 238 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,896.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in January totalled $30,371,-516.41, compared with $29,269,080.06 in December and $30,498,370.12 in January 1961.

Benefits paid in January totalled $57,799,-309.93, compared with $29,447,375.24 in December and $67,660,186.87 in January 1961.

The balance in the Fund on January 31 was $135,877,305.03; on December 31 it was $163,305,098.55 and on January 31, 1961 it was $283,742,150.10.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 1923, December 15, 1961

Summary of the Main Facts: The claimant filed an initial application for benefit at the office of the Unemployment Insurance Commission at Edmonton, Alta., on June 26, 1961, and was registered for employment as a locomotive fireman. He had worked as a locomotive fireman for the XYZ Railways until June 19, 1961, when he was suspended from his employment for violating a railway operating rule.

The rule reads:

Trains or engines moving in the facing point direction finding the fixed signal protecting a spring switch at stop must examine the points, and if not properly closed and cannot be closed by hand, they must be spiked in proper position before being used. After movement over switch has been made spike must be removed and superintendent notified immediately. If in automatic block signal system territory and switch points are found in proper position train will be governed by indication of signal. Trains or engines must stop and examine main track spring switches before making facing point movements over them unless receiving a signal indication permitting them to proceed.

The investigation by the railway on June 19, 1961 brought out that the fireman was handling the train when it ran past a spring switch; that he had already brought the train to a stop once and had found the brakes in good working order; that an air test had been given before departure and all air brakes on the train were in good working order; that he had passed a "proceed with caution" signal two miles before reaching the stop signal, and from that point he was travelling at 18 to 20 miles an hour; that he was familiar with the location of the spring switch; that he had acknowledged the engineman's warning that the signals were displaying stop.

He testified that the only way he could have brought the train to a stop before running the signal was to put the brakes into emergency, although he said he believed he could have stopped if he had shut the throttle off. He had not done this because he believed he had sufficient time to bring the train to a stop while under power. In answer to a question he said he believed he did have the train under control; his judgment was in error, he added.

The claimant had been a fireman since February 1949 and a "written-up" engineman since January 4, 1954. He had last had an oral examination on operating rules on July 17, 1958.

On the evidence before him, the insurance officer disqualified the claimant and suspended benefit from June 25, 1961 to July 29, 1961, inclusive, because, in his opinion, he had lost his employment by reason of his own misconduct (section 60(1) of the Act).

The claimant appealed to a board of referees, before which he and his representative, the Legislative Representative from his lodge of the Brotherhood of Locomotive Firemen and Enginemen, appeared at the hearing of the case on August 24, 1961. The board, by a unanimous decision, dismissed the appeal. The decision read in part:

The board is of the opinion that the claimant lost his employment or was suspended with XYZ Railways by reason of failing to

*These do not necessarily relate to the investigations conducted during this period.

obey a rule. The claimant was well acquainted with this particular run and knew that the signals were coming up and he should therefore have been operating the locomotive in such a manner to obey the rule which required him to stop. The argument put forth by the claimant that this was an error in judgment cannot really be accepted in view of his familiarity with this particular run. Probably the claimant just was not paying sufficient attention in the operation of the locomotive...

The Brotherhood appealed to the Umpire on September 25, 1961, and stated:

We cannot agree that this case can be classed as misconduct under and within the meaning of section 60 (1) of the Act, but rather an error in judgment. An error in judgment is in many cases classed as a rule violation under the railways operating rules.

It is not necessary that a violation of one of the railway rules, resulting in suspension or dismissal, must be misconduct under the Unemployment Insurance Act.

It is expected that railway operating groups are governed by strict rules, in the interest of safety, and are therefore subjected to suspension or dismissal for causes which in other industries would not carry such severe penalties.

The insurance officer submitted a statement of observations, dated October 18, 1961, for consideration by the Umpire. It read in part:

As they are thus made fully aware of the high degree of caution required of them and of the serious consequences of their neglect in this connection, the operating employees of a railway are seriously neglecting their duty when they fail to exercise the required care and to observe the rules established for the safe operation of the railway. Such neglect amounts to misconduct in the course of their employment.

The fact that the claimant was only suspended rather than dismissed does not affect the question involved here. The question involved is whether the loss of employment by the claimant was by reason of his own misconduct as provided in section 60 (1) of the Act. If the claimant was in effect suspended for only 30 days, this factor would only have some bearing on the duration of the disqualification period which should not exceed the period of employment lost by reason of the claimant's misconduct...

It is submitted that the unanimous decision of the board of referees should be upheld and the union appeal dismissed.

The Brotherhood requested an oral hearing before the Umpire, which was held in Ottawa on December 6, 1961. The Brotherhood was represented by its Vice-President, A. R. Gibbons, and the Unemployment Insurance Commission by J. A. G. MacDonald, a solicitor of its Legal Branch, who was assisted by G. Aley, an insurance officer.

Considerations and Conclusions: There is no proof that the claimant deliberately or wilfully violated the railway operating rule in question. However, the record shows that he nevertheless was careless or negligent to the extent that, as he was familiar with the location of the spring switch "at east end of double track Mileage 122.3" and had seen, at Mileage 120.1, the signal warning him he might find the "signal at stop" at Mileage 122.3 and should now proceed to reduce the speed of his train accordingly, he inexplicably was unable to prevent the leading unit of that train from proceeding beyond the point where, according to the applicable operating rule, that unit should have been brought to a stop.

While no person is infallible, yet it must be borne in mind that it was the claimant's responsibility to see that the said operating rule was carried out to the letter. As he has given no sound reason why he violated the operating rule in question, I feel that his failure to comply with that rule amounted to misconduct within the meaning of section 60(1) of the Act. I consequently decide to confirm the unanimous decision of the board of referees.

Such mistakes are nowise to be condoned; on the other hand, in view of the number of years during which the claimant's service was apparently satisfactory and of the fact that he was, in effect, suspended from his employment for only 30 days, I decide also that the disqualification should be reduced to two weeks.

But for this modification, I dismiss the Brotherhood's appeal.

Decision CUB 1925, January 12, 1962

Summary of the Main Facts: The claimant filed an initial application (postal) for benefit on July 24, 1960, and was registered for employment as a millwright. He had been employed as a maintenance mechanic in a mine from April 8, 1958 to July 8, 1960, when he became separated from his employment because of a general layoff due to the closing of the plant. His rate of pay at the time of separation was $2.46 an hour. The claim was allowed.

In October 1960, the local office of the Commission received an anonymous report that the claimant owned and operated a gas station and restaurant. The matter was referred to an enforcement officer of the Commission, who ascertained that the service station had been in operation since January 1, 1960, and that although no mechanical repairs were carried out, gasoline was sold and meals were served. It was learned also that the business undertaking was owned jointly by the claimant and his wife. From the information obtained, a formal investigation was requested.

On November 22, 1960, the claimant completed the following statement in the presence of the enforcement officer:

I, ..., commenced to operate the [service station] on January 1st. No repairs are carried out—merely gas sales & meals. My wife looks after the restaurant. We have no help. I have always been available for work. Gross returns from food & gas average about $150 per month. The lease is in my name and my wife's name.

The weekly report forms completed by the claimant in respect of the weeks from July 24, 1960 to November 12, 1960 showed that he had declared no employment during this period and also that he had indicated he was capable of and available for work during each week.

The following is a letter from [the T..... Company] dated December 5, 1960, in reply to a request from the enforcement officer for information regarding the service station:

...We would like to advise that we do not have a lease with [the claimant] inasmuch as we do not own the premises from which he is operating, and therefore as such he is not our lessee. He is, however, contracted with us for the purchase and resale of petroleum products through his outlet, and signed our standard trading agreement on December 23, 1959.

From information on our file, it is our understanding [the claimant] purchased this property from ..... late in 1959 or early 1960, and as any stock involved in inventory which changed hands at time of the transaction in no way concerned our Company, we have no information on this...

On December 22, 1960, the enforcement officer wrote to ....., who was the former owner of the business, requesting information as to the amount of stock involved in the inventory when he sold the business to the claimant at the end of 1959 or commencing 1960. His reply, received on January 3, 1961, reads as follows: "Seven hundred in stock."

The investigation revealed also that the claimant's wife looks after the restaurant and that no help is employed for the operation of the business.

The insurance officer notified the claimant, by letter, on January 19, 1961, that he was disqualified and that benefit was suspended from July 24, 1960, for the reasons that he was engaged in business on his own account as a restaurant and service station operator and had failed to prove that he was unemployed as required by section 54 (1) of the Act and Regulation 154. In reaching his decision, the insurance officer commented:

The restaurant and service station is located on highway 17 and this portion of the highway is considered to be very busy during the summer months. The claimant's wife had a child born on 14 December 1958 to care for in addition to operating the restaurant and service station and although no help was employed, it was considered that [the claimant] was engaged in the operation of this business when he was not on duty with [the mine] and although his wife operated the business from 1 January 1960 to the date claimant separated from employment on 8 July 1960, it was considered that the volume of business was such that the business could not operate without the claimant's active participation as his wife could not care for her child and operate the restaurant and service station during the busy tourist season...

This retroactive disqualification created an overpayment of benefit of $540.

The claimant appealed to a board of referees on February 3, 1961, and stated:

...In January 1960, the claimant purchased the restaurant and service station and it is held in joint ownership with his wife. From that period until laid off from [the mine] the claimant's wife operated the business on her own and was assisted by the claimant when off shift. After the layoff, the claimant assisted his wife without pay but was available for work at all times. See—CUBs 306, 369, 1479, 1486 and 1524.

The claimant reported to the Local Employment Office in Sudbury several times trying to obtain employment in his line of work or any other line.

On December 5th, 1960, the claimant obtained employment in his line as millwright with C..... Company, where he has continued to work and is presently working. He is presently holding the position of working foreman with the aforementioned company.

The claimant contends that during the period of his unemployment, he was truly unemployed as required under Regulation 158(4) and further that the C.U.B. decisions mentioned earlier will substantiate this claim...

The claimant filed a renewal application for benefit on April 11, 1961. The application showed that the claimant was employed as a millwright with C..... Company at a wage of $3 an hour from January 13, 1961, to April 11, 1961, when he was laid off because of lack of work, which reason was confirmed by the employer. This renewal application was submitted for decision and the claim was allowed, subject to the previous indefinite disqualification effective July 24, 1960, herein before referred to.

On April 21, 1961, the T..... Company addressed the following letter to the enforcement officer:

In answer to yours of April 12th, and our conversation of today's date, this is to advise you of purchases of products from us by [the claimant].

Total Gasoline	26960	gallons
A Motor Oil	84	"
B Motor Oil	72	"
C Anti-Freeze	12	"
D Fluid	6	"

These were the total purchases between January 24th and November 12th as requested. (Exhibit 9)

The fact that the claimant had been employed from January 13, 1961 to April 11, 1961 was taken into account by the insurance officer but no change was considered warranted in the decision, as the claimant had been employed during the quiet off-season.

The facts of the case were reviewed by the insurance officer with respect to section 106A of the Act and as the claimant had failed to declare this employment, he was considered to have made a false statement and a disqualification was imposed in the amount of $75, to be liquidated by means of deductions from weekly benefits which would otherwise be payable on or after May 7, 1961. Notice of this disqualification was addressed to the claimant on May 3, 1961.

A board of referees heard the case on June 1, 1961. The board's decision reads in part:

... Claimant was not present but was represented by Business Manager ... of the Carpenters and Joiners Union ...

We are convinced by the evidence that claimant was occupied personally in the operation and maintenance of the business referred to. A claimant self-employed, or engaged in business shall not be considered as unemployed. The evidence we have before us fails to prove that claimant was unemployed. The income from the business as stated by claimant was $150 monthly. This amount may not be considered as minor and the Act reminds us that it is not undertaking to subsidize a growing personal business venture, such as is described herein.

Exhibit 9 shows merchandise used by claimant between January 24 and November 12 as 26,960 gallons of gasoline, plus sundry other items as listed. When an insured person enters into business on his own account and thereby becomes self-employed, he places himself outside the scope of the unemployment insurance plan for the duration of his self-employment.

Regarding the claimant's signatures on the weekly report forms, we have given much consideration. He failed to make any reference to his business venture, or the remuneration resulting.

The following CUBs were considered: 245, 264, 306, 369, 1355, 1479, 1524, 1543 ...

Our unanimous decision is appeal be dismissed and disqualification imposed by Insurance Officer confirmed on both counts:

1. Claimant has not proven he was unemployed on 24 July 1960 and subsequently.
2. In effect claimant has made statement he knew to be false or misleading in respect of 24 July 1960.

From the unanimous decision of the board of referees, the United Brotherhood of Carpenters and Joiners of America, of which the claimant is a member, appealed to the Umpire and stated:

The Claimant in his estimation was unemployed, and met all requirements under Regulation 158 (4). He was available for work and travelled to Sudbury and reported to the Local Employment Office several times trying to obtain employment in his line or any other line of work.

The Claimant's wife operated the business from time of purchase January 1st, 1960, without any assistance, but was aided by the Claimant in the evening after his day's work.

The volume of business as stated in Exhibit 9 was not sufficient to operate the business and pay expenses, therefore the claimant was required to pay from his wages additional money to cover costs.

Exhibit 2 Claimant's statement—Gross returns average about $150 per month, and this is borne out by the gallonage mentioned in Exhibit 9.

In the insurance officer's decision, it states it was considered that the volume of business was such that the business could not operate without the claiman's active participation, as his wife could not care for her child and operate the restaurant and service station during the busy tourist season.

The volume of business in Exhibit 9 does not indicate that it required the participation of the claimant.

Insurance officer's decision, page 4 of the Submission to the Board of Referees states—the claimant failed to declare this employment; he was considered to have made a false statement.

The claimant, although in joint ownership of the Service Station, received no remuneration from the business when unemployed and admits to assisting his wife, but was still available for work.

See CUBs 306, 369, 1479, 1486 and 1524 ...

The union also requested an oral hearing before the Umpire, which was held in Ottawa on September 15, 1961. The claimant was represented at the hearing by A. Andras, Director of the Legislation and Government Employees Departments of the Canadian Labour Congress, and the Unemployment Insurance Commission by J. A. MacDonald, a solicitor of its Legal Branch.

Mr. Andras stated, in effect, that the work involved in selling 26,960 gallons of gasoline over a period of nine months or so was not as considerable as it might seem. He said, in fact, it meant selling 109 gallons a day on the average, or in other words, servicing eight to ten automobiles a day or one an hour. Moreover, he contended that the work involved did not require a full-time attendant and as evidence of this, the claimant's wife had performed this work alone from January 1 to July 8, 1960, and again from December 5, 1960 to April 11, 1961, in addition to looking after the small restaurant and her young child.

Mr. Andras stated also that as the claimant's salary when working in his usual occupation as millwright was $120 a week, it was inconceivable he would leave it to attend to a small business having gross returns of $150 a month, which after deductions for expenses would leave a small

amount as compensation to be divided between two persons. Furthermore, he contended that the claimant had shown a strong attachment to the labour market, as the record showed that he had not left his employment but had been laid off because of lack of work, that he had called at his local office "several times trying to obtain employment in his line or any other line of work" and that he did, in fact, obtain employment.

Mr. MacDonald stated, *inter alia,* that as this was a factual case, the Umpire should attach full importance to the unanimous decision of the board of referees, and that according to his calculations, the amount of the gross returns from the service station which the record showed was $150 a month was much too low and that the claimant's profit would be at least $177 a month from his sales of gasoline alone.

Considerations and Conclusions: On the facts before me, I consider that the claimant has proved that he was unemployed during the weeks comprising the period under review, and I so decide.

The error which seems to have been made by both the insurance officer and the board of referees in examining and assessing the facts of the present case results from their omission to take into account the nature and extent of the participation of the claimant's wife in the operation of the business in question.

The record shows that the said business was owned jointly by the claimant and his wife, that during the periods he was regularly employed elsewhere, viz., for six months after the commencement of the business on January 1, 1960, and later on for at least three months, the wife operated the restaurant and the service station alone during her husband's working hours in these two employments and that, although the extent of his participation in the operation of the business may have been more considerable in his periods of unemployment, his wife did not cease to take an active part in its operation during such periods. The record shows also that the claimant tried to obtain employment "in his line or any other line" and that he, in fact, obtained employment in his usual occupation.

In view of the foregoing, I consider that in so far as the claimant was concerned, his business engagement was so minor in extent that a person would not, under the circumstances, normally have followed it as a principal means of livelihood.

I consequently decide to allow the Brotherhood's appeal, subject, however, to the power vested in the insurance officer to determine the amount of the claimant's earnings from the aforementioned enterprise. In this connection, I would suggest that, on the facts of the case, such amount could be 50 per centum of the net returns from the enterprise.

Monthly Report on Operations of the National Employment Service

Vacancies notified in February 31.4 per cent higher and placements effected 32.6 per cent higher than in February 1961. There were more placements this February than in any February since 1945. Male placements up by 38.9 per cent

Vacancies notified to the National Employment Service during February were higher by 31.4 per cent, and placements effected were higher by 32.6 per cent than in February 1961. There were more placements in February than in any February since 1945.

Vacancies totalled some 87,000, and placements, more than 71,000.

Vacancies for men, numbering 57,000, were 39.9 per cent higher, and vacancies for women, at 30,000, were 18.1 per cent higher.

The total vacancies of which NES was notified during the first two months of 1962, were higher than in the corresponding period in any year since 1947.

Total placements of men effected during February were 49,000, an increase over those of February 1961 of 38.9 per cent; and total placements of women were 22,000, an increase of 20.9 per cent.

Placements were higher in February in all regions, the percentage increase over February 1961 being as follows: Atlantic, 39.1; Quebec, 13.2; Ontario, 55.7; Prairie, 24.0; and Pacific, 29.6.

(Continued on page 471)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during February

Works of Construction, Remodelling, Repair or Demolition

During February the Department of Labour prepared 229 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 144 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition 179 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Defence Production, Mines and Technical Surveys, Northern Affairs and National Resources, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in February for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	165	$352,278.00
Post Office	8	179,701.75
Royal Canadian Mounted Police	13	343,878.07

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during February

During February the sum of $78,560.50 was collected from eight contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 902 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during February

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Fredericton N B: Weyman Construction Co Ltd, alterations to main dairy barn. *Kapuskasing Ont:* Matthias Investment Co Ltd, extension to dryer shed, Experimental Farm, Research Branch. *Lethbridge Alta:* Oland Construction (1959) Ltd, extension to machine shop, Research Station. *Summerland B C:* Interior Contracting Co Ltd, improvements to virus orchard road, Research Station.

Central Mortgage and Housing Corporation

Toronto Ont: Conniston Construction Co Ltd, planting shrubs & trees & construction of concrete walks, Lawrence Heights. *Pinawa Man:* Nelson River Construction Ltd, construction of water intake pipe & intake structure (job 15); John Ziyone, clearing & underbrushing (job 17/62). *Shilo Man:* G M Guest Contractors Ltd, construction of electrical distribution system for 198 housing units (DND 4/61).

In addition, this Corporation awarded three contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Manitoulin Island Indian Agency Ont: Albert Sheppard, construction of day school & staff residence, Manitoulin Island (Sheshegwaning IR No 20). *Sioux Lookout Indian Agency Ont:* Hakala Construction, construction of staff residence & power plant bldg, Deer Lake. *Fisher River Indian Agency Man:* Interlake Plumbing Ltd, installation of plumbing facilities and new washrooms, Lake St Martin IDS. *Portage la Prairie Indian Agency Man:* R E Turner, new installations & renovations to kitchen, scullery & dishwashing area, Birtle IRS, Birtle. *Battleford Indian Agency Sask:* Central Plumbing & Heating Ltd, installation of new heating system & minor alterations, Little Pine IDS; Central Plumbing & Heating Ltd, renewal of heating system & water supply & plumbing installations, Red Pheasant IDS. *Meadow Lake Indian Agency Sask:* Duhaime Electric, construction of electric generating plant & rewiring of school & teacherage, Peter Pond Reserve, Dillon. *Blackfoot Indian Agency Alta:* Tom's Construction, repairs to floors, staircases, door entrances, etc, Crowfoot IRS. *Edmonton Indian Agency Alta:* Rosen Construction Co Ltd, installation of washroom facilities & miscellaneous repairs, Alexander IDS. *Fort Vermilion Indian Agency Alta:* St Laurent Construction Ltd, miscellaneous repairs, Assumption IRS; Yukon Construction Co Ltd, construction of school, residence & power plant bldg, Habay. *Lesser Slave Lake Indian Agency Alta:* Fuller & Knowles Co Ltd, renovations to water supply systems at Wabasca & Desmarais IRS, Desmarais. *Skeena*

River Indian Agency B C: K Moore & Co Ltd, construction of power plant bldg, diesel electric generating set & heating improvements, Hartley Bay IDS. *West Coast Indian Agency B C:* K Moore & Co Ltd, construction of bathroom facilities, Alberni IRS.

Defence Construction (1951) Limited

Summerside P E I: Cara Development Corporation Ltd, construction of fire hall, Stage 3, RCAF Station. *Cornwallis N S:* Cara Development Corporation Ltd, interior painting of Bldg 31-1, HMCS *Cornwallis;* Raymond I Downie, replacement of foundations under four bldgs; Raymond I Downie, repairs to roof trusses in theatre section, Bldg 33-1. *Halifax N S:* Powers Bros Ltd, supply & installation of steam, air & water services connecting jetties 2 & 3, HMC Dockyard. *Val d'Or Que:* North Shore Construction Co Ltd, extension & repairs to runway, RCAF Station; P A L'Ecuyer Co Ltd, construction of tacan bldg & tower, RCAF Station. *Ville la Salle Que:* Noma Construction Co Ltd, construction of fire hall, RCN. *Arnprior Ont:* Peirson Buildings Ltd, repairs to roof trusses, Vertol Hangar. *Rivers Man:* Swanson Construction Co Ltd, construction of fire hall, Stage 2, RCAF Station. *Moose Jaw Sask:* Arrow Electric, rewiring & relighting of Armoury. *Cold Lake Alta:* F J McDaniel Ltd, construction of reinforced concrete tower foundations, RCAF Station. *Chilliwack B C:* Burns & Dutton Concrete & Construction Co Ltd, construction of Administration Bldg, RCSME, Camp. *Comox B C:* F B Stewart & Co Ltd, installation of ceilometer & transmissometer (electrical control distribution system), RCAF Station; ICR Electric Ltd, installation of runway & approach lighting system, RCAF Station. *Esquimalt B C:* G H Wheaton Ltd, alterations to Bldg No 109, HMC Dockyard. *Kamloops B C:* Seaward Construction Ltd, construction of canopy over loading platform, lower terminal. *Various locations:* Three contracts in the restricted category.

Building and Maintenance

Camp Gagetown N B: Cara Development Corporation Ltd, construction of indoor & outdoor miniature tank ranges. *Farnham Que:* Desourdy Freres Ltee, renovations to garage in Camp. *Barriefield Ont:* Cara Development Corporation Ltd, interior repainting of 202 PMQs, Fort Henry Heights. *Camp Borden Ont:* Cara Development Corporation Ltd, interior painting of 222 PMQs. *Downsview Ont:* Warneke Decorating Co, fire retardant coating, Bldg No 2, RCAF Station. *Hamilton Ont:* Wm Ford Construction Ltd, structural repairs to floors, Armoury. *Churchill Man:* Brothan Painting Co Ltd, interior painting of four barrack blocks, 80 PMQs & corridors in areas "E", "G" & "J". *Rivers Man:* MacWilliams Construction Co Ltd, supply & installation of 1035 metal windows at CJATC. *Shilo Man:* H G Hay Decorating Co, interior painting of 80 PMQs, Camp. *Winnipeg Man:* Oswald Decorating Co, interior painting of 26 bldgs, Fort Osborne Barracks; Cara Development Corporation Ltd, interior repainting of 76 PMQs, Fort Osborne Barracks. *Calgary Alta:* Lemmer Decorating Co, interior painting of six bldgs.

In addition, Defence Construction (1951) Limited awarded one contract containing the General Fair Wages Clause.

Department of Defence Production

Halifax N S: Portland Electrics Ltd, partial rewiring & relighting of Bldg No 3, Willow Park. *Moncton N B:* Stewart Butler Ltd, fire retardant painting of walls & ceilings of receipt section, Bldg 38, No 5 Supply Depot, RCAF Station. *Kingston Ont:* T A Andre & Sons Ltd, relocating dental clinic at RMC. *London Ont:* Harrison & Green Construction Ltd, renovations to chassis dynamometer section in Bldg 30, 204 Base Workshop, RCEME, Highbury Ave; Len J McCarthy, interior painting, Wolseley Barracks; Fred Mowll, interior painting of various bldgs, 27 COD & 204 Base Workshop, RCEME, Highbury Ave. *Petawawa Ont:* T Williams Plumbing & Heating, installation of oil burners, Camp. *Uplands Ont:* Canadian Johns-Manville Co Ltd, installation of partitions, door frames & doors. *Fort Churchill Man:* A E Robertson & Co Ltd, interior painting & ceiling repairs to corridors; A E Robertson & Co Ltd, resurfacing corridor floors. *Headingly Man:* Canadian Ice Machine Co Ltd, supply & installation of air cooled condensers, RCAF Transmitter site. *Shilo Man:* J H Glawson Painting & Decorating, interior painting of six bldgs, Military Camp; Magnacca Agencies Ltd, reinsulation of ceilings in five bldgs, Military Camp. *Moose Jaw Sask:* P W Graham & Sons Ltd, installation of concrete slab, RCAF Station. *Calgary Alta:* Slaters Floor Coverings Ltd, replacement of counter tops in 100 PMQs, Currie Barracks. *Edmonton Alta:* Western Cabinet Ltd, supply & installation of aluminum self storing combination doors on PMQs, Griesbach Barracks; J Mason & Sons Ltd, repainting various bldgs, Griesbach Barracks. *Grande Prairie Alta:* R Whyte,

supply & installation of new windows & asbestos siding shingles to exterior of drill hall. *Victoria B C:* Capital City Roofing & Floor Co, supply & installation of tile & hardwood flooring in PMQs, Work Point Barracks.

In addition, this Department awarded 113 contracts containing the General Fair Wages Clause.

Department of Mines and Technical Surveys

The Department awarded 13 contracts containing the General Fair Wages Clause.

National Harbours Board

Montreal Que: Pentagon Construction Co Ltd, construction of superstructure, additional ramp from St Helen's Island to Jacques Cartier Bridge. *Vancouver B C:* J T Devlin & Co Ltd, painting grain galleries, Elevator No 2 & Ballantyne Pier.

Department of Northern Affairs and National Resources

The Department awarded three contracts containing the General Fair Wages Clause.

Projects Assisted by Federal Loan or Grant

Riverside Ont: D'Amore Construction (Windsor) Ltd, construction of sanitary trunk collector sewer including pump well, pump house & ancillary works. *High River Alta:* Poole Construction Co Ltd, laying of sanitary sewer gravity main, sanitary sewer force main & related appurtenances & construction of sewage lift station.

Department of Public Works

Portugal Cove Nfld: All Sales Equipment Contracting Ltd, breakwater repairs. *St John's Nfld:* All Sales Equipment Contracting Ltd, demolition of bldgs (Job Bros & Co Ltd) on Job's Cove. *Reserve Mines N S:* M R Chappell Ltd, construction of post office bldg. *Plaster Rock N B:* Clumac Construction Ltd, construction of RCMP detachment quarters. *Contrecoeur Que:* Welco Construction Inc, construction of retaining wall (project No 4). *Riviere du Loup Que:* D C L Construction Ltee, construction of RCMP detachment quarters. *St Henri de Mascouche Que:* Beauregard & Frere, construction of retaining wall. *Seven Islands Indian Agency Que:* F Vigneron Construction Generale Inc, construction of additional classrooms, bedrooms, etc, Seven Islands IRS. *Val d'Or Island Que:* Marautier Construction Inc, construction of protection works, Champlain. *Vercheres Que:* Calixte Pigeon & Leopold Pigeon, construction of retaining wall. *Arnprior Ont:* Stanley Sulpher Construction Co Ltd, alterations to hangar No 2, Civil Defence College. *Bolton Ont:* Wm Arch & Sons Building & Construction Ltd, construction of post office bldg. *Brampton Ont:* James Andrew Pace, alterations to federal bldg. *Fort Erie Ont:* Gorham Bros Construction Ltd, construction of post office bldg. *Hamilton Ont:* E Hatcher & Son, interior painting of National Revenue Bldg. *Newmarket Ont:* H B Forfar, alterations to UIC, VLA & caretaker's quarters on second floor, federal bldg. *North Bay Ont:* Sted Ltd, repairs to federal bldg. *Oshawa Ont:* Tripp Construction Ltd, dredging of diversion channel, Oshawa Creek. *Ottawa Ont:* Presley Painting & Decorating Co Ltd, interior painting of "B" Bldg, Cartier Square; Allied Building Services Ltd, cleaning interior, etc, Sir Charles Tupper Bldg, Confederation Heights; Quebec Window & Interior Cleaning Co Ltd, cleaning interior, etc, Veterans Affairs Bldg, Wellington St; Allied Building Services Ltd, interior cleaning, etc, Kent-Albert Bldg; Planned Renovators Ltd, interior redecoration & repairs, "A" Bldg, Cartier Square; Beaudoin Construction Ltd, alterations to steel partitions & related work, Trade & Commerce Bldg; Metropole Electric Inc, installation of emergency power for Centre Block, Parliament Bldgs. *Ottawa Ont & Hull Que:* Sanco Ltd, cleaning windows of federal bldgs & bldgs under lease. *Peterborough Ont:* Barway Marine, repairs to Mark St Wharf. *Port Arthur Ont:* Lakehead Track Installations Ltd, harbour improvements (Stage 7), rail tracks. *Scarboro Ont:* Excel Cleaning Services Ltd, cleaning interior of Postal Station "D". *Welland Ont:* Gerard Lamarre, installation of walk-in vault & alterations, federal bldg. *Wiarton Ont:* Percy Spears, alterations to interior & fittings, federal bldg. *Regina Sask:* Waterman-Waterbury Co Ltd, modifications to heating & ventilation systems, New Post Office. *Red Deer Alta:* Meeres & Hicks Electric Ltd, alterations to electrical system in federal bldg. *Clearwater B C:* Canwest Construction Co Ltd, construction of RCMP detachment quarters. *Fruitvale B C:* South-West Construction Co Ltd,

construction of post office bldg. *Glacier National Park B C:* Bedford Construction Co Ltd, construction of Tupper No 1 & Tupper No 2 snowsheds. *Kamloops B C:* Marpole Construction Co Ltd, construction of dormitory & cafeteria bldg. *Pacific Highway B C:* Commonwealth Construction Co Ltd, construction of bypass road & alterations to existing road & parking area. *Port Simpson B C:* Pacific Piledriving Co Ltd, float construction. *Rossland B C:* Fame Brick Construction Ltd, alterations to federal bldg. *Vancouver B C:* Allan & Viner Construction Ltd, installation of additional fire escape equipment in main bldg & gas fired heating units in garage bldg, RCAF Fairmont Barracks; Modern Building Cleaning Service of Canada Ltd, cleaning interior, etc, General Post Office Bldg; Modern Building Cleaning Service of Canada Ltd, cleaning interior, etc, New Customs Bldg; Two Vets Maintenance Service, caretaking services to interior & exterior of bldg & maintenance of grounds, Postal Depot "F", Commercial Drive & 6th Ave. *Whitehorse Y T:* Territorial Construction, alterations on first & second floors to accommodate various govt depts, federal bldg.

In addition, this Department awarded 49 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

St Catharines Ont: Moir Construction Co I td, construction of entrance wall fenders at Lock 8 & additional fenders at Locks 1, 2, 3 & Guard Gate, Welland Canal; Beamer Lathrop Ltd, supply, fabrication & erection of one mitre guide assembly, Welland Canal. *Thorold Ont:* Geo Boc Construction Co Ltd, excavation at Thorold Park to increase Lock 7 pondage, Welland Canal.

Department of Transport

Cape Dogs Que: Leopold Fortin, construction of single dwelling & demolition of old dwelling. *Cawee Island Que:* Fernand Belanger, construction of single dwelling & demolition of old dwelling. *Dorval Que:* Douglas Bremner Contractors & Builders Ltd, construction of AASR bldgs & related work, Montreal International Airport. *Prince Shoal Que:* Louis Donolo Inc, construction of steel crib for lighthouse. *Kingston (Odessa) Ont:* Leslie Stratford Cut Stone & Construction Co Ltd, construction of remote transmitter & receiver bldgs. *London Ont:* Tripod Construction Ltd, construction of AASR bldg. *Smith Falls Ont:* Canada Machinery Corporation Ltd, fabrication & erection of superstructure for swing bridge No 15, Rideau Canal; W D LaFlamme Ltd, construction of substructure for swing bridge No 15, Rideau Canal. *Toronto Ont:* J M Fuller Ltd, construction of ILS bldgs & related work. *Winnipeg Man:* Bird Construction Co Ltd, supply & installation of glide path bldgs, localizer bldg & related work, International Airport. *Saskatoon Sask:* Piggott Construction Ltd, supply & installation of glide path bldgs, localizer bldg & related work. *Edmonton Alta:* McRae & Associates Construction Ltd, construction of remote receiver bldg, remote transmitter bldg & related work. *Pitt Meadows B C:* Dawson, Wade & Co Ltd, development of airport. *Spring Island B C:* Leebilt Construction Co, supply & installation of furnaces, kitchen ranges & hot water tanks. *Vancouver B C:* Brockbank & Hemingway Ltd, construction of back-beam marker/non-directional beacon bldg & related work, Vancouver International Airport; Broadway Refrigeration & Air Conditioning Co Ltd, installation of air conditioning system, ATC equipment room & related work, Air Services Bldg; Cypress Construction Co Ltd, tacan addition to VOR bldg. *Victoria B C:* Murphy Excavating Co Ltd, replacement of water main & installation of meter chamber, International Airport. *Fort Simpson N W T:* Territorial Expeditors Ltd, clearing site for operations & receiver bldgs.

In addition, this Department awarded seven contracts containing the General Fair Wages Clause.

PRICES AND THE COST OF LIVING

Consumer Price Index, March 1962

The consumer price index (1949=100) declined 0.1 per cent between February and March 1962, moving from 129.8 to 129.7. For March 1961 the index was 129.1*.

Decreases in the food and transportation indexes effect increases in the clothing, and tobacco and alcohol indexes. The housing, health and personal care, and recreation and reading indexes were unchanged.

The food index declined 0.5 per cent from 125.0 to 124.4, largely as a result of price decreases for beef. Other price declines were generally limited to fats, turkey, bacon, and a few fruits and vegetables, particularly bananas and lettuce. Prices were higher for most fresh vegetables, some fruits, eggs and whole milk.

The housing index was unchanged at 134.0. The shelter component remained at its February level while a slight upward movement in the household operation component was not sufficient to move the index. In shelter, both rent and home-ownership were unchanged. In household operation, declines in fuel and lighting, and supplies and services, were outweighed by price increases for furniture, floor coverings, etc.

The clothing index rose 1.0 per cent from 111.8 to 112.9. Group indexes for men's, women's and children's wear were all higher, largely reflecting further upward movement from sales levels of previous months.

The transportation index declined 0.6 per cent from 140.7 to 139.9 as lower prices were reported for new passenger cars, tires, lubrication, muffler replacement and brake relining in the automobile operation component.

The health and personal care index remained unchanged from the February level of 157.2.

The recreation and reading index likewise remained unchanged from the February figure, at 146.7.

The tobacco and alcohol index rose 0.3 per cent from 117.2 to 117.5.

In March 1962 group indexes were: food 124.4, housing 134.0, clothing 112.9, transportation 139.9, health and personal care 157.2, recreation and reading 146.7, and tobacco and alcohol 117.5.

See Table F-1 at back of this issue.

City Consumer Price Indexes, February 1962

Consumer price indexes (1949=100) increased in six of the ten regional cities between the beginning of January and February, and decreased in the other four.*

Increases were 0.1 per cent in Ottawa and Toronto and 0.2 per cent in the other four cities that had higher indexes. Decreases ranged from 0.1 per cent in Montreal to 0.5 per cent in Winnipeg and Edmonton-Calgary.

Food indexes were up in four cities, down in five, and unchanged in Toronto. Shelter indexes increased in three of the cities, decreased in two, and remained unchanged in the other five. Both clothing and household operation indexes rose in five cities, fell in three, and were unchanged in two. In the other commodities and services group there were higher indexes in five cities, lower indexes in two, and unchanged indexes in three.

Regional consumer price index point changes between January and February were as follows: Halifax +0.3 to 129.6; St. John's +0.2 to 116.6†; Saint John +0.2 to 130.7; Saskatoon-Regina +0.2 to 126.7; Ottawa +0.1 to 131.0; Toronto +0.1 to 131.7; Winnipeg —0.6 to 128.1; Edmonton-Calgary —0.6 to 125.1; Vancouver —0.5 to 129.6; Montreal —0.1 to 130.1.

Wholesale Price Index, February 1962

Canada's general wholesale price index (1935-39=100) stood at 237.2 in February, up 0.1 per cent from 237.0 in January and up 2.2 per cent from 232.1 in February last year.

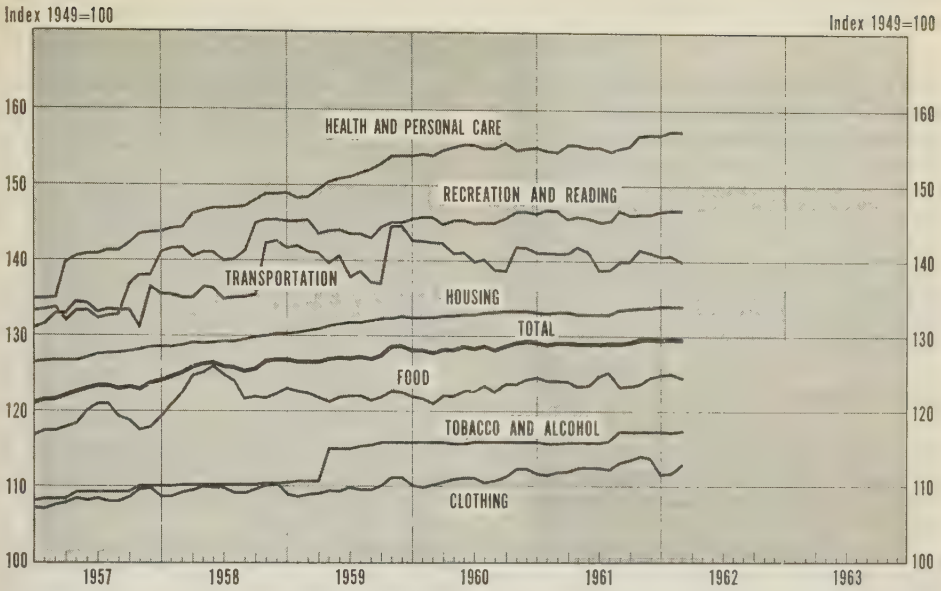
Four of the eight major group indexes were higher and three were lower in February compared with the preceding month; the iron products group index was unchanged at 257.6.

The textile products group index rose 0.4 per cent to 238.2 from 237.3, the non-metallic minerals group index also increased 0.4 per cent to 187.7 from 186.9, the vegetable products group index edged up 0.3 per cent to 210.2 from 209.6, the animal products group index rose slightly to 256.6 from 256.4.

* *See* Table F-2 at back of this issue.

†On base June 1951=100.

CONSUMER PRICE INDEX



Small decreases of 0.2 per cent or less occurred in chemical products, to 189.9 from 190.3; wood products, to 309.8 from 310.2; and non-ferrous metal products, to 188.2 from 188.4.

The residential building material price index (1935-39=100) moved down 0.2 per cent between January and February to 292.8 from 293.5; this index on the base 1949=100 also declined 0.2 per cent to 128.4 from 128.7. The non-residential building material index (1949=100) was unchanged in the period at 131.5.

U.S. Consumer Price Index, February 1962

Another record was set in mid-February by the United States consumer price index (1957-59=100). Pushed up chiefly by higher food prices, it rose 0.3 per cent from 104.5 to 104.8; on the former 1947-49 base, from 128.2 to 128.6. In February 1961, on the old base, it stood at 127.4.

From September 1961, when on the new base it was 104.6, the index had remained virtually stable.

The 0.6-per-cent rise in food prices was contrary to what is normal at this time of year.

British Index of Retail Prices, January 1962

The British index of retail prices (Jan. 17, 1956=100) rose to a new record between mid-December and mid-January, climbing from 117.1 to 117.5. A rise of approximately 0.5 per cent in the food index, in the durable household goods index, and in the miscellaneous goods index accounted for the increase.

The services index was unchanged and the other six groups showed little change.

In January 1961 the index was 112.3.

National Employment Service

(Continued from page 464)

Some 2,800 of the February placements involved the movement of workers between local office areas.

Total registrations for employment received during February were 3.6 per cent greater than in February 1961. Male registrations increased by 4.2 per cent, and female registrations by 1.8 per cent.

The first two months of 1962 showed a continuation of the record for numbers of vacancies notified that was established about a year ago. Year-to-year increase will probably be smaller during the remainder of 1962, since comparisons will be made with a period of record volume in employment operations.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 162

Annual Reports

1. AUSTRALIA. COMMONWEALTH CONCILIATION AND ARBITRATION COMMISSION. *Fifth Annual Report for the Period, 14th August 1960 to 13th August 1961.* Canberra, 1961. Pp. 15.

2. CANADA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year ended March 31, 1961.* Ottawa, Queen's Printer, 1961. Pp. 99.

3. EUROPEAN ECONOMIC COMMUNITY. *Fourth General Report on the Activities of the Community, 16 May 1960-30 April 1961.* Brussels, 1961. Pp. 270.

4. GREAT BRITAIN. CHANCELLOR OF THE EXCHEQUER. *Economic Survey, 1961.* London, HMSO, 1961. Pp. 69.

Automation

5. CLAGUE, EWAN. *Social and Economic Aspects of Automation.* [Address] before the Joint Automatic Control Conference, University of Colorado, Boulder, Colo., June 28, 1961. [Washington? U.S. Bureau of Labor Statistics?] 1961. Pp. 22.

6. GOVERNOR'S CONFERENCE ON AUTOMATION, COOPERSTOWN, N.Y., 1960. *Governor's Conference on Automation.* [Albany? 1960?] Pp. 144.

More than 60 persons in business, labour, education and government attended this conference at the invitation of Governor Nelson A. Rockefeller. This book contains an address by Governor Rockefeller, four discussion papers presented by John T. Dunlop, John Diebold, Eli Ginzberg, and Solomon Barkin, and a summary of Conference discussions.

7. INTERNATIONAL LABOUR OFFICE. *Social Consequences of Changing Methods and Techniques in Railways and Road Transport.* Third item on the agenda. Geneva, 1961. Pp. 119. At head of title: Report 3. International Labour Organization. Inland Transport Committee. 7th session, Geneva, 1961.

Contents: Competition and Technological Change. Technological Change in Railways. Technological Change in Road Transport and its Social Consequences. Some Problems of Technological Change in Railways. Social Measures.

Business

8. MILLER, ROBERT W. *Profitable Community Relations for Small Business.* Washington, GPO, 1961. Pp. 36.

Outlines some of the principles of community relations for small business, gives some example of both good and bad community relations in the small business field, and suggests where the small business owner might look to maintain good relation with his particular community.

8. U.S. SMALL BUSINESS ADMINISTRATION. *The First Two Years: Problems of Small Firm Growth and Survival,* by Kurt B. Mayer and Sidney Goldstein. Washington, GPO, 1961. Pp. 233.

The authors made a survey of 81 new small businesses in Rhode Island over a two-year period. By means of case studies they explain why some businesses failed while others succeeded.

10. U.S. SMALL BUSINESS ADMINISTRATION. *Small Marketers Aids; Annual No. 3.* Washington, 1961. Pp. 64.

A compilation of the pamphlets issued monthly as Small Marketers Aids. The topics discussed in this volume include "analysis of profits; stock management, timing, control, and methods of buying; partnership accounting; store layout; supplier relations and assistance; off-season sales promotion; and credit and collection control."

Canadian Conference on Education, 1962

The following five papers were prepared for the Second Canadian Conference on Education held in Montreal, March 1962.

11. BROWN, H. J. A. *The Citizen in Education.* [Written] in consultation with school trustees and other interested citizens throughout Canada. Ottawa, Canadian Conference on Education, 1961. Pp. 61.

Describes the areas where lay citizens can exert influence on educational systems, such as on School Boards, Library Boards, etc.

12. KIDD, JAMES ROBBINS. *Continuing Education.* Ottawa, Canadian Conference on Education, 1961. Pp. 104.

Describes the adult education movement in Canada.

13. KIDD, JOHN P., Ed. *New Developments in Society.* Edited by John P. Kidd and D. Carlton Williams. Ottawa, Canadian Conference on Education, 1961. Pp. 50.

Contents: The Changing World Community, by John A. Irving. Changing Values, by Brock Chisholm. Some Pitfalls of Bigness, by Oswald Hall. The Explosion of Knowledge, by Leon Lortie. Education and Communications, by

Alan Thomas. The Canadian Family, by Eric Smit. And What do we do about it? By John P. Kidd.

14. Paton, James M. *The Professional Status of Teachers.* Ottawa, Canadian Conference on Education, 1961. Pp. 76.

Contents: The Problem in Perspective. The Preparation of the Teacher. Salaries and Salary Agreements. The Autonomy of the Teacher. What's to be done?

15. Stewart, Freeman Kenneth, Ed. *The Aims of Education.* Ottawa, Canadian Conference on Education, 1961. Pp. 59.

Contains a symposium on the aims of education; official statements of provinces and of provincial royal commissions; and the aims of education in France, Great Britain, Russia and the United States.

Civil Rights

16. Justice (Society). *The Citizens and the Administration, the Redress of Grievances, a Report.* Director of research: Sir John Whyatt. London, Stevens, 1961. Pp. 104.

The British Section of the International Commission of Jurists (known as Justice) appointed a committee "to inquire into the adequacy of the existing means for investigating complaints against administrative acts or decisions of Government Departments and other public bodies, where there is no tribunal or other statutory procedure available for dealing with the complaints; and to consider possible improvements to such means, with particular reference to the Scandinavian institution known as the Ombudsman." The primary function of the Ombudsman "is to act as the agent of Parliament for the purpose of safeguarding citizens against abuse or misuse of administrative power by the Executive."

17. Jenks, Clarence Wilfred. *Human Rights and International Labour Standards.* Published under the auspices of the London Institute of World Affairs. London, Stevens; New York, Praeger, 1960. Pp. 159.

The author is Assistant Director-General of the International Labour Office. In this book he describes what has been done since World War II "to promote and protect human rights by the formulation and application of international labour standards."

Collective Bargaining

18. Kuhn, James Wesley. *Bargaining in Grievance Settlement; the Power of Industrial Work Groups.* New York, Columbia University Press, 1961. Pp. 206.

Deals with the successes and failures of the grievance system and examines the various kinds of grievance settlement among different industries and the parties involved in the disputes.

19. U.S. Bureau of Labor Statistics. *Subcontracting Clauses in Major Collective Bargaining Agreements.* Washington, GPO, 1961. Pp. 33.

An analysis of over 1,6,00 major collective bargaining agreements covering about 7½ million workers. Of the agreements studied, 378 had limitations on subcontracting. Selected clauses from collective agreements are reproduced in the appendixes.

Economic Policy

20. *Canadian Economic Policy* [by] T. N. Brewis [and others] With a statistical appendix by J. E. Gander. Toronto, Macmillan, 1961. Pp. 365.

"In this book an attempt is made to review comprehensively Canadian government economic policy as it has developed in recent years."

21. Conference on Economic Progress, Washington, D.C. *Jobs and Growth; an "American Economic Performance Budget" to gear Our Potentials to Our Needs.* Washington, 1961. Pp. 92.

A discussion of American economic policy.

Industry

22. Lounsbury, Frederick Everett. *Secondary Manufacturing in the Atlantic Provinces.* Halifax, Atlantic Provinces Economic Council, 1961. Pp. 148.

A history of secondary manufacturing in the Atlantic Provinces since Confederation with an examination of the problems involved, financing and Government policies of promotion, and the outlook of the future.

23. U.S. National Science Foundation. *Funds for Research and Development in Industry, 1958.* Washington, GPO, 1961. Pp. 119.

Industry—Location

The following six reports were issued in 1961 by the Industrial Development Branch of the Department of Industry and Development of Alberta in Edmonton.

24. *Village of Acme.* Pp. 9.

25. *City of Camrose.* Rev. ed. Pp. 21.

26. *Town of Fort Saskatchewan.* Rev. ed. Pp. 17.

27. *Town of Hardisty.* Rev. ed. Pp. 11.

28. *City of Lloydminster.* Rev. ed. Pp. 16.

29. *Town of Westlock.* Rev. ed. Pp. 13.

Labour Economics

30. Phelps, Orme Wheelock. *Introduction to Labor Economics.* 3d ed. New York, McGraw-Hill, 1961. Pp. 566.

Deals with the history, organization, methods, legal status, and objectives of labour unions; the general character of the labour force and the labour market; the question of wages; and, employment security.

31. Tripp, Louis Reed. *Labor Problems and Processes; a Survey.* New York, Harper, 1961. Pp. 510.

Discusses the American labour movement, the labour market, labour legislation, collective bargaining, wages, government labour policy, and international labour affairs.

Labour Laws and Legislation

32. U.S. Bureau of Labor-Management Reports. *Legislative History of Title* II [*of the Labor-Management Reporting and Disclosure Act, 1959*]: *Reporting by Labor Organizations, Officers and Employees of Labor Organizations, and Employers.* Washington, 1961. 1 volume.

33. U.S. Department of Labor. Wage and Hour and Public Contracts Divisions. *Handy Reference Guide to the Fair Labor Standards Act (Federal Wage-Hour law).* Effective Sept. 3, 1961. Washington, GPO, 1961. Pp. 13.

34. U.S. Women's Bureau. *State Minimum-Wage Law and Order Provisions affecting Working Conditions, July 1, 1942 to January 1, 1961.* Washington, GPO, 1961. Pp. 147.

Labour Organization

35. Blane, Donald J. *Swedish Trade Unions and the Social Democratic Party: the Formative Years.* Berkeley, University of California, Institute of Industrial Relations, 1961. Pp. [19]-44.

36. Brody, David. *Steelworkers in America; the Nonunion Era.* Cambridge, Mass., Harvard University Press, 1960. Pp. 303.

A history of labour conditions in the iron and steel industry from the 1890's to 1929.

37. International Labour Office. *The Trade Union Situation in the United Kingdom; Report of a Mission from the International Labour Office.* Geneva, 1961. Pp. 123.

Report of a survey on freedom of association carried out in Great Britain during April and May 1960 by a Mission composed of members of the Freedom of Association Survey Division of the International Labour Office. The Mission considered the following questions, among others: "Whether the worker can really join the trade union of his choice, whether he is free to influence the policies and activities of his union; whether the attitude of the employers is consistent with a recognition of the principle of freedom of association, and whether freedom of association is restricted or not by government action."

38. Perlman, Mark. *The Machinists: a New Study in American Trade Unionism.* Cambridge, Harvard University Press, 1961. Pp. 333.

A study of the history, policies and internal government of the International Association of Machinists.

39. Walton, Richard Eugene. *The Impact of the Professional Engineering Union; a Study of Collective Bargaining among Engineers and Scientists and its Significance for Management.* Boston, Division of Research, Graduate School of Business Administration, Harvard University, 1961. Pp. 419.

The author examines the experience of eleven companies where professional engineers and scientists have organized certified collective bargaining units. The book discusses the impact of unionization on salary determination, layoff procedures, hiring, promotion, transfer, discipline and discharge, and on relations with management, etc.

Labour Supply

40. Bureau of National Affairs, Washington, D.C. *Solving the Shortage of Specialized Personnel.* Washington, 1961. Pp. 13.

Describes the "various activities companies engage in to solve shortage of specialized personnel—that is, scientific, professional, and technical personnel."

41. Organization for Economic Co-operation and Development. Statistical Division. *Manpower Statistics, 1950-1960.* Paris, 1961. Pp. 89. Text in English and French.

Labouring Classes

42. Canada. Department of Labour. Economics and Research Branch. *Shift Work and Shift Differentials in Canadian Manufacturing Industries; a Study of the Importance of Shift Work in Canadian Manufacturing Industries and the Extent and Nature of Shift Differential Payments.* Ottawa, Queen's Printer, 1961. Pp. 22.

Based on information obtained from 7,900 manufacturing firms who took part in the 1959 Survey of Working Conditions conducted by the Economics and Research Branch of the Canadian Department of Labour. These firms employed more than 819,000 non-office workers at the time of the survey.

43. Form, William Humbert. *Industry, Labor, and Community* [by] William H. Form [and] Delbert C. Miller. New York, Harper, 1960. Pp. 739.

"This book seeks to analyze the external relationships which are developing between business, labor, and other community agencies."

44. International Labour Office. *Equality of Treatment of Nationals and Non-Nationals in Social Security.* Fifth item on the agenda. Geneva, 1961. Pp. 39.

At head of title: Report 5(1). International Labour Conference. 46th session, 1962.

Contains texts of a proposed Recommendation and Convention on which Member Governments will submit amendments and comments.

45. International Labour Office. *Vocational Training.* Fourth item on the agenda. Geneva, 1961. Pp. 52.

At head of title: Report 4 (1). International Labour Conference. 48th session, 1962.

Contains the text of a proposed Recommendation on which Member Governments can submit amendments and comments.

46. KERR, CLARK. *Industrialism and World Society*, by Clark Kerr [and others] Berkeley, University of California, Institute of Industrial Relations, 1961. Pp. 113-126.

Productivity

47. KENDRICK, JOHN W. *Productivity Trends in the United States*, by John W. Kendrick. Assisted by Maude R. Peach. A Study by the National Bureau of Economics Research, New York. Princeton, Princeton University Press, 1961. Pp. 630.

This book is based on a study of more than 30 major industries in the U.S. Partial Contents: The Concepts and Measurement of Output and Input. Productivity and Economic Growth. Productivity, Factor Prices, and Real Incomes. Patterns of Productivity Change by Industry Groupings. Relative Changes in Productivity, Prices, and Resource Allocation.

48. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Measuring Company Productivity; Handbook with Case Studies*, by John W. Kendrick and Daniel Creamer. New York, 1961. Pp. 110.

Contents: Uses, Concept and Meaning. Basic Measurement Problems. Output and Intermediate Input Estimating Problems. Labour and Capital Input Estimating Problems. Five Case Studies.

Unemployment

49. CLAGUE, EWAN. *A Profile of Unemployment in the 1960's.* [Address] before the 45th Economic Conference, National Industrial Conference Board, New York, New York, May 18, 1961. [Washington? U.S. Bureau of Labor Statistics? 1961] Pp. 14.

50. NATIONAL PLANNING ASSOCIATION. *The Rise of Chronic Unemployment; a Statement by NPA Board of Trustees and Standing Committees.* Washington, 1961. Pp. 44.

Chronic unemployment results from "inadequate growth, technological developments, changes in locational factors of production, changes in the international economic structure, and discrimination against age and racial groups practiced by some employers and in some cases by unions." The National Planning Association suggests nine government programs for dealing with chronic unemployment.

Wages and Hours

51. CANADA. DEPARTMENT OF LABOUR. ECONOMIC AND RESEARCH BRANCH. *Wage Rates, Salaries and Hours of Labour. Annual Report.* No. 43, October 1960. Ottawa, Queen's Printer, 1961. Pp. 400.

52. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Wages and Hours, Primary Textiles Industry, 1960.* Ottawa, Queen's Printer, 1961. Pp. 12.

53. EDITORIAL RESEARCH REPORTS. *Wage Policy in Recovery*, by Helen B. Shaffer. Washington, 1961. Pp. 441-458.

Contents: Brakes on Wage-Price Increases. Three Decades of Ascending Wages. Current Conflicts in Wage Policy.

54. REES, ALBERT. *Real Wages in Manufacturing, 1890-1914*, by Albert Rees, assisted by Donald P. Jacobs. Princeton, Princeton University Press, 1961. Pp. 163.

Examines previous conclusions reached by economists concerning real wages in the U.S. in the period, 1890-1914 and sets forth new estimates of real wages in this period based on more recent sources.

55. U.S. BUREAU OF LABOR STATISTICS. *National Survey of Professional, Administrative, Technical, and Clerical Pay, Winter 1960-61. Accountants and Auditors, Attorneys, Engineers and Scientists, Personnel Management, Clerical Supervisory, Draftsmen, Office Clerical.* Washington, GPO, 1961. Pp. 53.

Contains information on salaries, and job descriptions.

Miscellaneous

56. FOUNDATION FOR RESEARCH ON HUMAN BEHAVIOR. *Consumer Behavior in 1961, a Summary Report.* Editor: Sven Lundstedt. Ann Arbor, Mich., 1961. Pp. 38.

Discusses findings about consumer attitudes and inclinations to buy based on survey made in 1960.

57. LIPSET, SEYMOUR MARTIN. *Change and Controversy in Recent American Sociology*, by Seymour Martin Lipset and Neil Smelser. Berkeley, University of California, Institute of Industrial Relations, 1961. Pp. 41-51.

58. SALANT, WALTER S. *Import Liberalization and Employment; the Effects of Unilateral Reductions in United States Import Barriers*, by Walter S. Salant and Beatrice N. Vaccara. Washington, Brookings Institution, 1961. Pp. 388.

This study is intended to show "the effects on the level of employment in the United States that might be expected if the United States were to make a unilateral reduction in its tariff or other protective barriers against imports."

59. SHISKIN, JULIUS. *Signals of Recession and Recovery; an Experiment with Monthly Reporting.* New York, National Bureau of Economic Research, 1961. Pp. 191.

"This report provides a comprehensive body of current economic series, adjusted to bring out business cycle developments as clearly as possible, and summarized in measures which facilitate judgments on the over-all performance of the economy."

60. TORONTO. UNIVERSITY. COMMERCE CLUB. *The Commerce Journal, 1961.* Toronto, 1961. Pp. 128.

Partial Contents: Preservation of Pension Rights, by W. M. Anderson. Principles of Incentives, by Ralph Presgrave. Social and Economic Aspects of Health Insurance in Canada, by W. Douglas Bell.

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61. United Nations. *International Definition and Measurement of Levels of Living, and Interim Guide.* New York, 1961. Pp. 18.

This report examines components, indicators, and basic information for the measurement of levels of living.

62. U.S. Bureau of Employment Security. *Test Development Guide.* Washington, GPO, 1961. 1 Volume.

"...Sets forth some basic practices and techniques used by the Bureau of Employment Security and State employment security agencies in their aptitude test development program."

63. U.S. Bureau of Labor Standards. *The Operation of Circular Saws, Band Saws, and Guillotine Shears.* Washington, GPO, 1961. Pp. 21.

64. U.S. President's Committee on Equal Employment Opportunity. *Government Contract Employment, Rules and Regulations... effective July 22, 1961.* Washington, GPO, 1961. Pp. 18.

The proposed regulations in this pamphlet relate to "the promotion and insurance of equal employment opportunity on public contracts for all qualified persons without regard to race, creed, color, or national origin."

65. White House Conference on Aging, Washington, D.C., 1961. *The Nation and its Older People; Report.* Washington, U.S. Dept. of Health, Education, and Welfare, Special Staff on Aging, 1961. Pp. 333.

The objectives of the White House Conference were "to define the circumstances, needs, and opportunities of America's older citizens", and to recommend actions by governmental and private groups to achieve these objectives. This report contains the findings of the Conference.

The lack of growth in the total membership of American trade unions during the past few years is borne out by the latest biennial survey of union membership, covering 1959 and 1960, carried out by the United States Bureau of Labor Statistics. The results of this survey are summarized in an article, "Membership of American Trade Unions, 1960," in the *Monthly Labor Review* of the U.S. Department of Labor for December.

The article gives the total membership of unions whose headquarters are in the United States as 18,117,000 in 1960. In 1959, it was 18,169,000, and in 1958 it was 18,081,000.

Of these totals, unions affiliated with the AFL-CIO accounted for 15,072,000 in 1960, compared with 15,124,400 in 1959 and 14,993,000 in 1958. Unions not affiliated with the AFL-CIO thus accounted for 3,045,000 in 1960, in 1959 for 3,044,351, and in 1958 for 3,088,000.

The article points out that the gain of about 80,000 members in unions affiliated with the AFL-CIO since 1959, as compared with a loss of 43,000 for the independent unions, "is attributable, in part, to the return of the International Longshoremen's Association's 50,000 members into the AFL-CIO."

Declines in membership during the 1951-60 period occurred in the railroad, textile, shoe, shipbuilding, and meat packing industries. Gains were experienced by unions in government service, and in the air transport and printing industries, and by those with jurisdiction over skilled trades and service occupations in a wide variety of industries.

The total membership in 1960 includes 1,112,000 members of international unions outside the United States. Of these, about 1,068,000, amounting to nearly 6 per cent of the total, were reported to be in Canada. United States unions in Canada have added 16,000 members since 1958, compared with a gain of 65,000 for the 1956-58 period. (An article on union membership in Canada in 1960 was published in the Labour Gazette, April 1961, p. 342. In the March issue (p. 292), 1961 membership figures were given.)

"Comparative stability in aggregate union membership in recent years tends to obscure significant shifts in particular unions. For example, while total membership during the past two years remained virtually unchanged, one third of the unions for which comparable data were available reported gains or losses of 10 per cent or more. Between 1951 and 1960, three out of four unions experienced similar fluctuations," the article says.

"The predominance of the blue-collar worker in American labour unions has remained unchanged, with white-collar workers again accounting for only 12 per cent of all members in national and international unions...

"About two thirds of all white-collar members were found in non-manufacturing industries, the remainder being somewhat more heavily concentrated in government than in manufacturing industries," the report said.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED MARCH 24, 1962

(Estimates in thousands)

Source: DBS Labour Force Survey

—	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,454	576	1,819	2,355	1,121	583
Men	4,709	433	1,343	1,680	820	433
Women	1,745	143	476	675	301	150
14—19 years	569	61	193	174	104	37
20—24 years	806	79	268	259	136	64
25—44 years	2,951	243	833	1,109	495	271
45—64 years	1,919	171	481	732	343	192
65 years and over	209	22	44	81	43	19
Employed	5,894	479	1,622	2,206	1,050	537
Men	4,208	342	1,163	1,553	757	393
Women	1,686	137	459	653	293	144
Agricultural	577	45	122	127	259	24
Non-Agricultural	5,317	434	1,500	2,079	791	513
Paid Workers	4,808	384	1,353	1,899	714	458
Men	3,276	263	924	1,298	462	329
Women	1,532	121	429	601	252	129
Unemployed	560	97	197	149	71	46
Men	501	91	180	127	63	40
Women	59	*	17	22	*	*
Persons Not in the Labour Force	5,704	652	1,655	1,899	955	543
Men	1,338	179	371	418	233	137
Women	4,366	473	1,284	1,481	722	406

* Less than 10,000.

TABLE A-2 -AGE, SEX AND MARITAL STATUS, WEEK ENDED MARCH 24, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over (1)	12,158	1,795	3,563	947	3,630	913	1,310
Labour force	6,454	569	3,418	803	811	644	209
Employed	5,894	492	3,119	672	793	622	196
Unemployed	560	77	299	131	18	22	13
Not in labour force	5,704	1,226	145	144	2,819	269	1,101
Participation rate (2)							
1962, March 24	53.1	31.7	95.9	84.8	22.3	70.5	16.0
February 17	52.9	31.5	95.8	85.5	21.9	70.4	16.2
Unemployment rate (3)							
1962, March 24	8.7	13.5	8.7	16.3	2.2	3.4	6.2
February 17	9.1	15.4	8.7	17.0	3.0	3.5	8.0

(1) Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

(2) The labour force as a percentage of the population 14 years of age and over.

(3) The unemployed as a percentage of the labour force.

TABLE A-3—UNEMPLOYED, WEEK ENDED MARCH 24, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	March 1962	February 1962	March 1961
Total unemployed	560	583	705
On temporary layoff up to 30 days	32	44	41
Without work and seeking work	528	539	664
Seeking full-time work	508	514	628
Seeking part-time work	20	25	36
Seeking under 1 month	86	89	89
Seeking 1—3 months	200	260	270
Seeking 4—6 months	163	116	218
Seeking more than 6 months	79	74	87

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, REVISED

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Total			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1957—Total	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,653	746	17,463
1960—Total	551	5,188	1,806	326	1,245	344	2,638	5,019	790	18,119
1961—Total	545	5,348	1,862	285	1,225	356	2,737	5,475	827	18,884
1961—										
January	44.2	419.4	145.2							1,466.6
February	44.4	423.7	144.1	62.1	236.6	85.8	656.2	1,311.2	199.8	1,474.6
March	44.5	426.4	144.4							1,482.3
April	43.2	430.9	148.1							1,508.8
May	45.6	441.8	153.8	62.4	302.5	88.8	678.6	1,375.1	205.6	1,563.9
June	46.3	457.5	165.5							1,629.4
July	46.2	451.2	166.9							1,615.3
August	46.2	459.3	162.2	75.4	373.8	91.9	690.3	1,375.3	210.2	1,629.9
September	46.3	464.6	162.0							1,657.7
October	46.3	463.0	159.0							1,644.9
November	46.2	458.8	158.1	85.1	311.5	89.9	712.2	1,413.5	211.9	1,625.1
December	45.5	451.3	152.0							1,585.8
1962—										
January†	45.7	452.2	151.0							1,566.3

[1] Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2] Includes post office wages and salaries.

[3] Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at January 1962 employers in the principal non-agricultural industries reported a total employment of 2,744,431. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite			Manufacturing		
	Index Numbers (1949-100)[1]		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
			$			$
Averages						
1955	112.9	142.1	61.05	109.8	144.4	63.48
1956	120.7	150.0	64.44	115.8	151.7	66.71
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1961						
January	111.6	179.2	77.00	104.3	181.1	79.65
February	111.0	181.1	77.80	104.6	182.5	80.24
March	111.1	180.7	77.64	104.9	182.8	80.36
April	112.6	181.8	78.12	105.4	184.1	80.95
May	117.2	181.6	78.00	108.4	183.6	80.72
June	121.3	182.8	78.55	111.2	184.6	81.17
July	122.5	182.1	78.24	110.9	182.7	80.34
August	123.9	182.2	78.27	113.1	182.9	80.42
September	123.3	183.3	78.75	112.8	184.6	81.15
October	122.9	183.9	79.02	112.1	186.0	81.79
November	121.6	183.5	78.82	110.9	186.2	81.87
December*	117.8	179.4	77.08	107.9	182.3	80.16
1962						
January†	115.2	184.5	79.25	108.4	187.1	82.27

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES, JANUARY, 1962

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Jan. 1962	Dec. 1961	Jan. 1961	Jan. 1962	Dec. 1961	Jan. 1961
				$	$	$
Provinces						
Newfoundland	123.1	127.5	117.9	72.80	71.39	71.08
Prince Edward Island	109.4	123.2	105.4	58.82	57.25	57.94
Nova Scotia	89.1	93.4	87.6	65.15	61.87	63.62
New Brunswick	101.9	107.6	99.4	65.22	64.35	63.49
Quebec	115.6	118.5	111.0	76.81	74.40	74.27
Ontario	117.7	119.7	113.8	82.16	79.98	79.96
Manitoba	105.1	108.2	104.7	73.79	72.64	72.24
Saskatchewan	112.2	117.7	111.5	75.12	74.16	72.52
Alberta (including Northwest Territories)	148.8	150.9	143.7	80.70	79.30	78.67
British Columbia (including Yukon)	107.0	108.7	105.2	86.30	84.02	83.83
Canada	**115.2**	**117.8**	**111.6**	**79.25**	**77.08**	**76.99**
Urban Areas						
St. John's	124.6	132.0	119.5	58.73	56.67	56.75
Sydney	66.4	77.9	68.9	75.89	71.32	75.82
Halifax	126.7	128.3	121.9	67.12	64.12	64.25
Moncton	103.1	108.0	96.7	60.79	59.12	60.26
Saint John	112.1	113.3	108.8	63.68	63.07	63.08
Chicoutimi—Jonquiere	100.4	102.8	101.0	97.40	98.36	94.17
Quebec	110.9	114.6	101.6	67.58	64.65	64.41
Sherbrooke	105.1	106.8	97.0	66.34	62.63	63.45
Shawinigan	98.8	99.6	101.1	87.50	85.53	85.39
Three Rivers	106.8	108.6	100.9	73.32	70.98	71.40
Drummondville	80.5	80.7	73.1	63.78	61.79	63.70
Montreal	122.6	124.1	117.7	78.54	75.76	75.91
Ottawa—Hull	127.9	130.4	118.1	73.94	72.10	71.68
Kingston	110.8	113.4	114.2	77.58	75.56	75.38
Peterborough	90.9	91.9	88.3	88.44	86.90	84.53
Oshawa	178.0	180.3	171.3	92.58	96.20	89.33
Toronto	132.1	134.4	126.8	82.54	79.96	80.46
Hamilton	107.9	109.2	103.3	88.60	84.74	85.03
St. Catharines	107.2	108.0	103.9	90.78	87.98	88.41
Niagara Falls	91.2	91.3	88.4	84.61	83.07	83.07
Brantford	81.3	82.5	78.2	73.62	70.32	73.73
Guelph	117.8	119.5	114.9	74.06	69.84	71.10
Galt	107.6	106.8	107.7	71.95	68.89	69.95
Kitchener	123.2	125.8	115.5	74.56	71.15	72.53
Sudbury	143.3	146.9	146.5	91.88	96.99	91.88
Timmins	87.4	89.1	90.9	73.99	71.34	70.01
London	131.2	132.8	121.4	75.11	72.35	72.24
Sarnia	123.0	124.5	119.1	103.86	100.37	99.95
Windsor	71.0	72.9	71.6	88.97	87.29	83.87
Sault Ste. Marie	133.7	137.3	128.0	99.18	98.31	98.34
Ft. William—Pt. Arthur	96.1	102.7	99.2	79.84	77.00	78.66
Winnipeg	105.7	109.0	106.8	70.92	69.27	69.12
Regina	129.1	135.6	122.8	75.00	74.12	71.64
Saskatoon	128.2	132.6	128.4	70.69	70.05	68.63
Edmonton	187.4	191.4	173.2	75.41	72.33	73.01
Calgary	168.1	170.5	166.4	77.74	76.71	74.60
Vancouver	107.0	109.0	107.2	84.81	83.12	82.25
Victoria	108.6	111.3	104.0	78.63	78.20	75.60

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES, JANUARY, 1962

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Industry	Employment			Average Weekly Wages and Salaries, in Dollars		
	Jan. 1962	Dec. 1961	Jan. 1961	Jan. 1962	Dec. 1961	Jan. 1961
				$	$	$
Mining	**114.0**	**115.1**	**113.3**	**99.12**	**95.15**	**96.27**
Metal mining	129.7	128.5	130.1	99.79	97.27	97.73
Gold	68.4	68.3	70.9	82.34	78.99	78.54
Other metal	186.6	184.5	185.3	105.73	103.55	104.58
Fuels	85.7	89.8	84.5	102.71	95.71	97.87
Coal	36.3	43.2	36.2	76.46	66.96	71.50
Oil and natural gas	297.6	289.7	292.7	116.43	114.09	111.91
Non-metal	125.7	128.4	121.5	88.76	84.28	85.99
Manufacturing	**108.4**	**107.9**	**104.3**	**82.27**	**80.16**	**79.65**
Durable goods	111.3	110.9	105.9	88.44	86.57	85.44
Non-durable goods	106.0	105.5	103.1	76.84	74.52	74.66
Food and beverages	150.0	105.8	102.4	73.08	72.09	71.25
Meat products	128.8	129.9	128.0	81.59	80.37	78.29
Canned and preserved fruits and vegetables	80.7	77.6	72.4	67.27	61.03	68.10
Grain mill products	98.8	99.1	97.8	78.62	77.45	76.34
Bread and other bakery products	108.4	110.8	106.2	67.76	69.01	66.49
Distilled and malt liquors	91.8	94.9	94.4	99.46	99.81	96.42
Tobacco and tobacco products	116.2	107.5	117.2	71.65	69.41	68.18
Rubber products	101.1	100.7	95.2	85.32	81.27	80.89
Leather products	89.8	88.2	85.8	57.00	50.82	55.00
Boots and shoes (except rubber)	97.3	95.9	94.5	54.75	47.91	52.24
Textile products (except clothing)	80.5	80.3	75.4	66.13	62.34	63.84
Cotton yarn and broad woven goods	74.9	75.2	69.1	63.48	58.13	59.89
Woollen goods	61.0	61.1	58.6	62.81	58.18	60.38
Synthetic textiles and silk	87.0	86.7	81.8	71.93	70.57	70.39
Clothing (textile and fur)	91.1	87.7	89.4	51.65	45.96	50.38
Men's clothing	94.3	90.5	89.0	50.68	45.07	49.27
Women's clothing	101.0	93.5	99.4	53.51	45.28	52.50
Knit goods	72.5	72.3	72.5	51.92	46.22	49.72
Wood products	100.0	99.4	94.0	70.29	67.70	68.05
Saw and planing mills	100.8	100.1	93.8	72.26	70.29	70.25
Furniture	110.4	109.7	105.5	68.18	64.89	65.48
Other wood products	75.6	75.6	72.3	63.24	58.68	61.48
Paper products	120.2	122.5	119.1	96.48	95.21	94.40
Pulp and paper mills	120.0	123.0	120.4	104.86	104.75	102.38
Other paper products	120.7	121.4	115.9	76.86	72.79	74.92
Printing, publishing and allied industries	124.4	124.3	122.9	88.77	86.31	85.65
Iron and steel products	102.4	102.0	98.9	93.22	89.77	89.93
Agricultural implements	62.6	59.6	66.6	96.29	94.34	92.74
Fabricated and structural steel	144.8	146.7	149.3	93.61	90.42	90.18
Hardware and tools	102.9	103.0	96.0	82.26	78.78	79.44
Heating and cooking appliances	97.4	94.0	87.3	79.00	77.39	77.04
Iron castings	90.1	89.3	85.7	89.64	84.94	84.47
Machinery, industrial	117.9	116.8	109.6	89.57	86.89	87.28
Primary iron and steel	114.5	115.8	107.8	107.66	105.39	104.78
Sheet metal products	102.6	101.8	98.7	90.61	84.52	88.53
Wire and wire products	109.4	109.9	107.4	93.06	87.46	89.69
Transportation equipment	109.7	108.7	104.4	93.33	94.69	89.38
Aircraft and parts	265.9	266.4	259.3	96.87	94.11	95.95
Motor vehicles	109.8	110.9	105.4	103.68	112.09	96.97
Motor vehicles parts and accessories	105.7	105.4	100.1	92.92	91.14	89.09
Railroad and rolling stock equipment	55.5	55.7	54.4	83.08	84.63	80.32
Shipbuilding and repairing	130.8	123.8	116.4	84.84	83.83	77.99
Non-ferrous metal products	122.4	123.0	123.9	93.66	94.92	91.41
Aluminum products	130.1	133.4	137.0	91.52	86.57	88.27
Brass and copper products	102.3	103.0	100.7	88.89	83.77	84.95
Smelting and refining	137.9	138.7	142.8	102.34	108.77	99.97
Electrical apparatus and supplies	140.4	139.1	125.8	89.77	85.69	87.07
Heavy electrical machinery	102.0	102.1	95.8	95.96	94.09	93.84
Telecommunication equipment	254.2	248.5	211.3	88.17	83.64	87.90
Non-metallic mineral products	133.9	136.0	124.8	86.15	82.54	82.15
Clay products	79.6	82.6	76.5	78.39	76.83	76.13
Glass and glass products	158.7	161.8	143.9	84.33	83.08	80.60
Products of petroleum and coal	137.6	138.3	136.0	120.36	122.42	116.10
Petroleum refining and products	141.0	141.6	139.3	120.89	123.07	116.74
Chemical products	131.2	130.5	129.0	97.40	96.71	93.36
Medicinal and pharmaceutical preparations	122.5	121.4	116.0	84.89	83.65	82.23
Acids, alkalis and salts	154.2	153.7	152.2	109.44	111.17	105.16
Other chemical products	128.3	127.6	127.0	97.10	95.89	92.72
Miscellaneous manufacturing industries	139.4	137.6	128.8	73.07	69.97	72.10
Construction	**102.6**	**109.5**	**98.1**	**84.22**	**74.75**	**81.96**
Building and general engineering	102.5	105.9	97.2	90.72	78.66	88.70
Highways, bridges and streets	102.7	115.6	99.6	73.31	68.74	71.14
Electric and motor transportation	135.3	135.9	129.8	83.58	82.28	81.87
Service	**147.1**	**148.1**	**137.2**	**56.75**	**56.11**	**54.84**
Hotels and restaurants	125.3	127.3	120.7	43.01	42.83	42.20
Laundries and dry cleaning plants	123.9	125.3	111.8	48.96	47.52	46.67
Industrial composite	**115.2**	**117.8**	**111.6**	**79.25**	**77.08**	**76.99**

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES, JANUARY 1962

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	January 1962	December 1961	January 1961	January 1962	December 1961	January 1961
Newfoundland	39.7	38.6	38.8	1.74	1.98	1.78
Nova Scotia	40.5	37.8	39.7	1.62	1.65	1.62
New Brunswick	40.5	39.2	41.0	1.66	1.71	1.60
Quebec	41.8	39.1	41.2	1.67	1.69	1.62
Ontario	40.5	39.0	39.9	1.95	1.96	1.91
Manitoba	39.3	37.9	39.4	1.74	1.77	1.68
Saskatchewan	38.4	38.8	38.1	2.01	2.03	1.95
Alberta[1]	39.4	38.5	39.5	1.98	2.04	1.93
British Columbia[2]	37.5	36.8	37.3	2.27	2.28	2.23

[1] Includes Northwest Territories.

[2] Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949–100)	
				Current Dollars	1949 Dollars
	No.	$	$	No.	
Monthly Average 1955	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1961 January	40.1	1.81	72.76	174.3	135.2
February	40.4	1.82	72.40	175.9	136.2
March	40.3	1.83	73.64	176.4	136.7
April	40.6	1.84	74.56	178.6	138.5
May	40.5	1.84	74.44	178.3	138.3
June	41.0	1.83	75.02	179.7	139.3
July	40.6	1.82	73.95	177.2	137.3
August	40.9	1.82	74.26	177.9	137.8
September	41.3	1.81	75.00	179.7	139.1
October	41.2	1.84	75.69	181.3	139.8
November	46.2	1.84	75.64	181.2	139.6
December*	38.8	1.88	72.85	174.5	134.6
1962 January†	40.6	1.86	75.47	180.8	139.3

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings.*

* Revised.

† Latest figures subject to revision.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY, JANUARY 1962

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1962	Dec. 1961	Jan. 1961	Jan. 1962	Dec. 1961	Jan. 1961	Jan. 1962	Dec. 1961	Jan. 1961
	no.	no.	no.	$	$	$	$	$	$
Mining	**42.8**	**39.9**	**42.1**	**2.15**	**2.19**	**2.12**	**92.21**	**87.32**	**88.97**
Metal mining	43.0	40.7	42.5	2.20	2.25	2.17	94.55	91.58	92.33
Gold	43.8	41.1	43.3	1.75	1.77	1.69	76.57	72.95	73.04
Other metal	42.7	40.5	42.2	2.37	2.43	2.37	101.13	98.42	99.90
Fuels	42.7	37.7	40.9	2.10	2.11	2.01	89.78	79.71	82.43
Coal	41.7	35.2	39.3	1.81	1.82	1.75	75.34	64.00	68.91
Oil and natural gas	43.9	41.1	42.6	2.40	2.46	2.26	105.48	100.97	96.58
Non-metal	42.1	39.8	41.4	2.00	1.98	1.97	84.20	78.74	81.68
Manufacturing	**40.6**	**38.8**	**40.1**	**1.86**	**1.88**	**1.81**	**75.47**	**72.85**	**72.76**
Durable goods	40.8	39.6	40.2	2.02	2.02	1.97	82.46	80.21	79.20
Non-durable goods	40.4	38.0	40.1	1.71	1.74	1.67	69.02	66.04	66.98
Food and beverages	39.8	38.4	39.5	1.66	1.67	1.63	66.14	64.30	64.52
Meat products	39.6	39.0	38.8	1.92	1.92	1.85	75.99	74.91	72.01
Canned and preserved fruits and vegetables	39.2	33.7	38.8	1.43	1.39	1.48	56.11	46.90	57.56
Grain mill products	41.3	40.5	41.0	1.79	1.78	1.73	73.84	72.13	70.83
Bread and other bakery products	40.8	41.9	41.4	1.51	1.51	1.46	61.40	63.02	60.66
Distilled liquors	40.0	38.4	39.6	2.14	2.09	2.09	85.46	80.38	82.52
Malt liquors	38.5	39.5	38.4	2.35	2.35	2.32	90.49	92.88	89.06
Tobacco and tobacco products	40.7	36.6	40.6	1.62	1.73	1.56	66.10	63.31	63.15
Rubber products	41.7	39.5	40.8	1.91	1.88	1.83	79.78	74.11	74.48
Leather products	41.8	36.3	41.3	1.26	1.26	1.22	52.68	45.64	50.61
Boots and shoes (except rubber)	41.7	35.7	41.2	1.21	1.20	1.17	50.51	42.86	48.23
Other leather products	42.1	37.8	41.6	1.37	1.38	1.36	57.83	52.29	56.37
Textile products (except clothing)	42.8	39.5	41.9	1.40	1.40	1.36	60.04	55.21	57.08
Cotton yarn and broad woven goods	41.8	37.9	40.3	1.43	1.41	1.38	59.60	53.49	55.53
Woollen goods	43.8	40.2	43.1	1.32	1.30	1.28	57.62	52.44	55.12
Synthetic textiles and silk	44.3	41.6	43.1	1.46	1.48	1.45	64.78	61.72	62.59
Clothing (textile and fur)	38.7	33.8	38.5	1.20	1.19	1.18	46.47	40.14	45.25
Men's clothing	38.6	33.9	38.0	1.20	1.18	1.18	46.37	40.06	44.90
Women's clothing	37.0	30.8	37.5	1.29	1.25	1.26	47.84	38.61	47.15
Knit goods	41.3	36.8	40.9	1.14	1.11	1.09	47.07	40.87	44.47
Wood products	40.7	38.9	40.3	1.62	1.63	1.59	66.16	63.45	63.95
Saw and planing mills	39.8	38.4	39.5	1.74	1.75	1.69	69.22	67.30	67.01
Furniture	42.1	39.8	41.4	1.48	1.48	1.46	62.48	58.83	60.24
Other wood products	42.4	39.1	41.9	1.36	1.34	1.33	57.60	52.55	55.88
Paper products	40.9	39.7	41.0	2.21	2.25	2.15	90.36	89.29	88.13
Pulp and paper mills	41.1	40.4	41.2	2.40	2.44	2.32	98.36	98.62	95.68
Other paper products	40.3	37.8	40.3	1.72	1.70	1.67	69.30	64.23	67.41
Printing, publishing and allied industries	38.6	37.6	38.4	2.27	2.23	2.19	87.57	84.01	84.01
*Iron and steel products	40.8	39.2	40.1	2.16	2.14	2.11	88.10	83.86	84.62
Agricultural implements	39.7	39.3	39.8	2.22	2.17	2.15	88.22	85.40	85.85
Fabricated and structural steel	40.5	38.6	39.8	2.11	2.10	2.09	85.38	81.10	82.96
Hardware and tools	42.0	40.2	40.9	1.80	1.77	1.77	75.67	71.39	72.64
Heating and cooking appliances	39.4	39.2	39.1	1.82	1.81	1.79	71.75	71.03	70.14
Iron castings	41.8	39.4	40.2	2.05	2.03	1.98	85.72	80.11	79.43
Machinery, industrial	41.5	40.1	40.9	2.01	1.98	1.97	83.39	79.45	80.46
Primary iron and steel	40.0	39.5	39.7	2.57	2.54	2.52	103.08	100.63	100.00
Sheet metal products	40.9	38.0	40.4	2.09	2.04	2.06	85.45	77.38	83.02
Wire and wire products	41.3	38.6	40.9	2.11	2.09	2.04	87.12	80.49	83.54
*Transportation equipment	40.5	41.2	39.7	2.17	2.17	2.09	87.73	89.29	83.01
Aircraft and parts	41.9	40.7	42.3	2.14	2.11	2.09	89.56	85.75	88.67
Motor vehicles	40.7	45.1	38.6	2.36	2.37	2.29	96.10	107.18	88.38
Motor vehicles parts and accessories	40.9	40.1	39.8	2.14	2.12	2.09	87.58	85.14	83.13
Railroad and rolling stock equipment	39.0	39.5	39.8	2.08	2.08	1.96	81.00	82.39	77.87
Shipbuilding and repairing	39.7	39.2	37.6	2.10	2.08	2.01	83.15	81.45	75.50
*Non-ferrous metal products	40.6	39.7	40.5	2.15	2.24	2.11	87.13	89.10	85.37
Aluminum products	41.3	38.4	41.6	1.91	1.89	1.87	78.96	72.43	77.81
Brass and copper products	41.3	39.3	39.5	2.02	1.96	1.99	83.34	77.08	78.54
Smelting and refining	40.2	40.4	40.5	2.39	2.56	2.33	96.01	103.52	94.31
*Electrical apparatus and supplies	41.3	38.7	40.4	1.91	1.89	1.87	79.01	73.09	75.45
Heavy electrical machinery and equipment	40.9	39.6	40.6	2.12	2.10	2.05	86.71	83.19	83.35
Telecommunication equipment	41.3	38.3	40.4	1.77	1.75	1.76	73.16	67.08	70.91
Refrigerators, vacuum cleaners and appliances	40.3	37.0	39.3	1.95	1.91	1.94	78.79	70.66	76.14
Wire and cable	41.8	38.4	41.1	2.11	2.09	2.02	88.17	80.32	83.24
Miscellaneous electrical products	41.7	38.9	40.3	1.82	1.78	1.75	76.06	69.38	70.69
*Non-metallic mineral products	41.6	39.6	40.7	1.92	1.90	1.86	79.73	75.05	75.81
Clay products	41.7	40.5	40.4	1.71	1.73	1.68	71.55	70.22	67.85
Glass and glass products	41.1	40.4	40.9	1.91	1.88	1.86	78.56	75.98	76.10
Products of petroleum and coal	40.7	42.3	40.9	2.67	2.68	2.53	108.52	113.45	103.59
Chemical products	40.8	40.2	40.5	2.07	2.10	2.02	84.56	84.34	81.69
Medicinal and pharmaceutical preparations	39.9	39.4	39.8	1.61	1.59	1.55	64.16	62.60	61.84
Acids, alkalis and salts	41.4	41.0	40.7	2.37	2.48	2.32	98.20	101.40	94.34
Miscellaneous manufacturing industries	41.5	39.3	41.4	1.53	1.53	1.51	63.31	59.96	62.64
Construction	**39.3**	**34.5**	**39.2**	**2.06**	**1.99**	**2.01**	**80.84**	**68.63**	**78.94**
Building and general engineering	39.1	32.9	38.8	2.23	2.19	2.19	87.31	71.89	84.93
Highways, bridges and streets	39.6	37.6	39.8	1.72	1.67	1.70	68.10	62.63	67.86
Electric and motor transportation	42.8	42.4	42.7	1.94	1.94	1.88	83.14	82.50	80.39
Service	**38.1**	**37.5**	**38.6**	**1.09**	**1.09**	**1.07**	**41.46**	**40.96**	**41.08**
Hotels and restaurants	38.3	37.9	38.7	1.05	1.06	1.04	40.33	40.22	40.32
Laundries and dry cleaning plants	39.1	37.6	38.9	1.04	1.05	1.02	40.68	39.34	39.59

* Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 385, March issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
April 1, 1957	19,523	14,760	34,283	479,539	111,129	590,668
April 1, 1958	9,730	10,892	20,622	681,991	171,048	853,039
April 1, 1959	11,740	13,399	25,139	611,941	169,625	781,566
April 1, 1960	10,402	11,830	22,232	652,107	182,883	834,990
April 1, 1961	9,927	11,387	21,314	683,034	180,982	864,016
May 1, 1961	14,098	13,802	27,900	594,904	172,884	767,788
June 1, 1961	17,078	17,208	34,286	418,218	151,611	569,829
July 1, 1961	15,103	16,445	31,548	268,284	125,447	393,731
August 1, 1961	15,880	14,732	30,612	246,016	117,993	364,009
September 1, 1961	14,963	17,850	32,813	216,245	104,695	320,940
October 1, 1961	14,645	17,066	31,711	216,358	101,260	317,618
November 1, 1961	12,936	14,979	27,915	249,228	107,697	356,925
December 1, 1961	17,462	15,940	33,402	329,306	124,966	454,272
January 1, 1962	11,402	10,866	22,268	478,470	136,566	615,036
February 1, 1962	11,428	12,069	23,497	570,061	161,094	731,155
March 1, 1962[1]	R 12,308	R 13,073	R 25,381	585,555	161,992	747,547
April 1, 1962[1]	15,184	15,359	30,543	579,641	158,342	737,983

[1] Latest figures subject to revision.

* Current Vacancies only. Deferred vacancies are excluded.

R-Revised.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1958-1961 AND DURING MONTH FEBRUARY 1961-FEBRUARY 1962.

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1958	2,790,412	1,012,974	620,394	374,245	548,663	291,466
1959	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961	3,125,195	1,106,790	836,534	469,119	748,790	371,072
February 1961	234,354	73,854	40,440	25,796	34,961	18,763
March	238,863	77,357	49,241	31,280	41,589	22,285
April	215,093	77,950	58,172	32,159	49,354	23,000
May	229,959	88,523	89,371	41,316	81,694	30,861
June	230,718	100,318	81,236	47,267	73,620	37,793
July	231,069	98,915	74,950	44,374	66,017	37,286
August	232,512	100,946	86,849	57,620	76,895	45,527
September	234,100	92,605	84,048	46,469	80,430	38,934
October	262,415	94,783	78,281	39,501	70,797	31,679
November	328,443	108,175	83,750	38,498	70,353	28,162
December	361,979	91,992	62,933	36,436	61,219	35,284
January 1962	363,460	109,466	57,373	35,946	49,668	26,878
February	244,177	75,220	56,595	30,459	48,546	22,688

TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX DURING FEBRUARY 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from February 28, 1961
Agriculture, Fishing, Trapping	**647**	**117**	**764**	**− 12**
Forestry	**1,351**	**13**	**1,364**	**+ 374**
Mining, Quarrying and Oil Wells	**733**	**65**	**798**	**+ 197**
Metal Mining	418	3	421	+ 169
Fuels	153	21	174	+ 33
Non-Metal Mining	70	1	71	+ 3
Quarrying, Clay and Sand Pits	22	2	24	− 53
Prospecting	70	38	108	+ 45
Manufacturing	**11,487**	**7,074**	**18,561**	**+ 4,735**
Foods and Beverages	876	952	1,828	+ 138
Tobacco and Tobacco Products	16	19	35	− 176
Rubber Products	98	71	169	+ 46
Leather Products	193	348	441	− 21
Textile Products (except clothing)	367	376	743	+ 170
Clothing (textile and fur)	507	2,463	2,970	+ 535
Wood Products	1,809	213	2,022	+ 509
Paper Products	770	191	961	+ 159
Printing, Publishing and Allied Industries	436	342	778	+ 182
Iron and Steel Products	2,338	278	2,616	+ 968
Transportation Equipment	2,175	295	2,470	+ 1,020
Non-Ferrous Metal Products	339	208	547	+ 167
Electrical Apparatus and Supplies	506	518	1,024	+ 511
Non-Metallic Mineral Products	308	132	440	+ 13
Products of Petroleum and Coal	42	12	54	+ 18
Chemical Products	350	268	618	+ 165
Miscellaneous Manufacturing Industries	357	488	845	+ 331
Construction	**6,673**	**132**	**6,805**	**+ 436**
General Contractors	4,590	65	4,655	+ 341
Special Trade Contractors	2,083	67	2,150	+ 95
Transportation, Storage and Communication	**4,365**	**288**	**4,653**	**+ 1,593**
Transportation	3,910	121	4,031	+ 1,271
Storage	355	39	394	+ 272
Communication	100	128	228	+ 50
Public Utility Operation	**214**	**39**	**253**	**+ 64**
Trade	**6,113**	**3,214**	**9,327**	**+ 2,320**
Wholesale	2,592	987	3,579	+ 957
Retail	3,521	2,227	5,748	+ 1,363
Finance, Insurance and Real Estate	**581**	**866**	**1,447**	**+ 450**
Service	**16,382**	**10,880**	**27,262**	**+ 7,353**
Community or Public Service	856	1,101	1,957	+ 442
Government Service	5,994	705	6,699	− 891
Recreation Service	311	128	439	+ 137
Business Service	984	717	1,701	+ 449
Personal Service	8,237	8,229	16,466	+ 7,216
GRAND TOTAL	**48,546**	**22,688**	**71,234**	**+17,510**

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT FEBRUARY 28, 1962[1]

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers	9,283	2,094	11,377
Clerical Workers	21,052	50,371	71,423
Sales Workers	10,033	22,357	32,390
Personal and Domestic Service Workers	46,002	33,907	79,909
Seamen	5,534	117	5,651
Agriculture, Fishing, Forestry (Ex. log.)	8,317	1,014	9,331
Skilled and Semi-Skilled Workers	279,334	20,389	299,723
Food and kindred products (incl. tobacco)	2,516	767	3,283
Textiles, clothing, etc.	2,815	11,844	14,659
Lumber and lumber products	38,860	146	39,006
Pulp, paper (incl. printing)	1,521	592	2,113
Leather and leather products	1,309	950	2,259
Stone, clay and glass products	1,122	39	1,161
Metalworking	20,149	957	21,106
Electrical	4,054	967	5,021
Transportation equipment	655	51	706
Mining	2,989	.....	2,989
Construction	89,716	12	89,728
Transportation (except seamen)	53,493	143	53,636
Communications and public utility	1,580	3	1,583
Trade and service	7,683	2,418	10,101
Other skilled and semi-skilled	34,344	1,146	35,490
Foremen	6,648	339	6,987
Apprentices	9,880	15	9,895
Unskilled Workers	206,000	31,743	237,743
Food and tobacco	9,150	11,551	20,701
Lumber and lumber products	23,628	440	24,068
Metalworking	8,083	622	8,705
Construction	111,812	.....	111,812
Other unskilled workers	53,327	19,130	72,457
GRAND TOTAL	**585,555**	**161,992**	**747,547**

[1] Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS AT FEBRUARY 28, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	(1) Feb. 28, 1962	Previous Year March 2, 1961
Newfoundland	**29,050**	**31,607**
Corner Brook	6,247	6,388
Grand Falls	3,211	3,413
St. John's	19,592	21,806
Prince Edward Island	**6,187**	**6,131**
Charlottetown	3,973	3,853
Summerside	2,214	2,278
Nova Scotia	**36,292**	**41,290**
Amherst	1,213	1,469
Bridgewater	2,030	2,799
Halifax	6,598	6,862
Inverness	1,392	1,424
Kentville	3,618	4,613
Liverpool	767	1,054
New Glasgow	4,728	5,527
Springhill	954	1,307
Sydney	7,555	9,979
Sydney Mines(2)	1,929	.....
Truro	2,067	2,517
Yarmouth	3,441	3,739
New Brunswick	**35,326**	**41,484**
Bathurst	6,539	7,340
Campbellton	3,114	3,826
Edmundston	2,764	3,639
Fredericton	2,330	3,097
Minto	552	704
Moncton(3)	9,072	10,470
Newcastle	3,272	3,801
Saint John	3,439	3,562
St. Stephen	1,651	1,578
Sussex	651	836
Woodstock	1,942	2,631
Quebec	**234,970**	**281,795**
Alma	3,401	3,385
Asbestos	987	1,137
Baie Comeau	1,481	1,221
Beauharnois	1,557	1,984
Buckingham	1,550	1,920
Causapscal	3,409	3,818
Chandler	2,761	2,755
Chicoutimi	3,503	3,528
Cowansville	627	753
Dolbeau	2,017	2,568
Drummondville	2,726	3,175
Farnham	779	1,110
Forestville	1,831	1,878
Gaspé	2,636	2,596
Granby	2,726	3,226
Hull	5,374	6,151
Joliette	5,538	6,263
Jonquière	3,716	3,723
Lachute	1,137	1,304
La Malbaie	3,293	3,384
La Tuque	1,226	1,437
Lévis	5,086	6,631
Louiseville	1,703	1,902
Magog	847	940
Maniwaki	1,353	1,899
Matane	4,444	4,962
Mégantic	1,837	2,004
Mont-Laurier	1,647	2,082
Montmagny	2,606	2,966
Montréal	70,878	93,105
New Richmond	2,934	3,001
Port Alfred	1,846	1,942
Québec	16,410	19,469
Rimouski	6,395	6,609
Rivière du Loup	7,736	8,501
Roberval	2,238	2,141
Rouyn	2,965	4,285
Ste. Agathe des Monts	1,615	2,042
Ste. Anne de Bellevue	1,497	1,804
Ste. Thérèse	2,870	3,468
St. Hyacinthe	2,431	3,397
St. Jean	2,624	3,045
St. Jérôme	2,295	2,879
Sept-Iles	2,867	3,305
Shawinigan	5,820	6,384
Quebec—Concluded		
Sherbrooke	6,134	7,441
Sorel	2,684	3,162
Thetford Mines	2,158	2,894
Trois-Rivières	6,619	7,685
Val d'Or	2,128	2,688
Valleyfield	2,959	3,574
Victoriaville	2,681	3,264
Ville St. Georges	4,388	4,988
Ontario	**227,093**	**272,086**
Arnprior	536	583
Barrie	1,883	2,011
Belleville	2,590	2,967
Bracebridge	1,832	2,161
Brampton	1,699	2,145
Brantford	3,757	4,089
Brockville	942	1,121
Carleton Place	445	502
Chatham	2,859	3,396
Cobourg	1,187	1,430
Collingwood	1,194	1,291
Cornwall	4,196	4,672
Elliot Lake	742	543
Fort Erie	991	1,126
Fort Frances	921	959
Fort William	3,660	4,157
Galt	1,383	2,555
Gananoque	562	574
Goderich	965	951
Guelph	2,235	2,949
Hamilton	15,652	21,067
Hawkesbury	1,298	1,469
Kapuskasing	762	1,247
Kenora	1,168	1,392
Kingston	2,956	2,949
Kirkland Lake	1,807	2,024
Kitchener	3,687	4,609
Leamington	1,218	1,713
Lindsay	924	1,082
Listowel	644	747
London	6,082	7,593
Long Branch	4,408	5,527
Midland	1,732	1,769
Napanee	1,008	1,046
Newmarket	1,922	2,257
Niagara Falls	3,357	4,091
North Bay	2,396	3,342
Oakville	1,043	1,451
Orillia	1,445	1,828
Oshawa	4,760	5,836
Ottawa	8,617	10,108
Owen Sound	2,324	3,031
Parry Sound	897	854
Pembroke	2,600	2,730
Perth	785	813
Peterborough	4,054	5,358
Picton	656	745
Port Arthur	5,428	6,146
Port Colborne	1,264	1,274
Prescott	1,139	1,309
Renfrew	785	822
St. Catharines	5,353	6,312
St. Thomas	1,464	1,605
Sarnia	3,414	4,020
Sault Ste. Marie	3,162	4,832
Simcoe	1,883	2,236
Sioux Lookout	313	345
Smiths Falls	722	765
Stratford	1,248	1,402
Sturgeon Falls	1,235	1,321
Sudbury	5,129	6,208
Tillsonburg	606	791
Timmins	2,718	3,164
Toronto	55,549	66,351
Trenton	922	1,209
Walkerton	1,083	1,523
Wallaceburg	888	1,295
Welland	2,789	2,899
Weston	4,802	5,463
Windsor	11,178	11,930
Woodstock	1,238	2,004

TABLE D-5—REGISTRATIONS AT FEBRUARY 28, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	(1) Feb. 28, 1962	Previous Year March 2, 1961	Office	(1) Feb. 28, 1962	Previous Year March 2, 1961
Manitoba	**35,350**	**37,353**	**British Columbia**	**75,049**	**91,344**
Brandon	3,217	3,374	Chilliwack	2,301	2,540
Dauphin	2,333	2,514	Courtenay	1,039	1,814
Flin Flon	282	283	Cranbrook	1,443	1,667
Portage la Prairie	1,705	1,802	Dawson Creek	1,211	1,389
The Pas	490	520	Duncan	781	1,206
Winnipeg	27,323	28,860	Kamloops	1,896	1,823
			Kelowna	2,030	2,146
Saskatchewan	**28,078**	**29,493**	Kitimat	225	281
Estevan	674	790	Mission City	1,324	1,787
Lloydminster	688	803	Nanaimo	1,144	1,974
Moose Jaw	2,268	2,332	Nelson	1,413	1,629
North Battleford	1,776	1,915	New Westminster	11,317	12,782
Prince Albert	3,425	3,288	Penticton	2,142	2,310
Regina	7,020	7,197	Port Alberni	790	1,110
Saskatoon	6,220	6,717	Prince George	1,654	2,360
Swift Current	1,488	1,562	Prince Rupert	1,768	2,135
Weyburn	775	865	Princeton	701	682
Yorkton	3,744	4,024	Quesnel	1,043	1,256
			Trail	1,358	1,554
Alberta	**40,152**	**45,759**	Vancouver	31,762	39,312
Blairmore	643	773	Vernon	2,696	3,059
Calgary	12,372	13,454	Victoria	4,346	5,756
Drumheller	783	876	Whitehorse	665	772
Edmonton	17,151	20,902			
Edson	685	710	**CANADA**	**747,547**	**878,342**
Grande Prairie	987	1,356			
Lethbridge	3,815	3,660	Males	585,555	691,351
Medicine Hat	1,874	1,938			
Red Deer	1,842	2,090	Females	161,992	186,991

(1) Preliminary subject to revision.

(2) Prior to March 1961, the office at Sydney Mines, N.S. operated as a branch of the Sydney N.S. local office.

(3) Includes 1,416 registrations reported by the Magdalen Islands local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 270, February issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1961—December	4,258,000	3,656,800	601,200*
November	4,081,000	3,695,000	386,000*
October	3,991,000	3,722,300	268,700
September	3,966,000	3,736,800	229,200
August	3,987,000	3,757,700	229,300
July	3,971,000	3,715,700	255,300
June	3,943,000	3,676,100	266,900
May	3,891,000	3,550,000	341,000
April	4,126,000	3,412,900	713,100
March	4,210,000	3,372,000	838,000
February	4,247,000	3,374,200	872,800
January	4,240,000	3,393,100	846,900
1960—December	4,251,000	3,496,900	754,100

* By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population within the last six months. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, JANUARY, 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	11,125	9,419	1,706	15,429	12,450	2,979	2,724
Prince Edward Island	2,363	2,045	318	3,006	2,611	395	372
Nova Scotia	21,604	13,721	7,883	23,801	21,127	2,674	3,454
New Brunswick	14,799	12,277	2,522	16,387	13,545	2,842	3,064
Quebec	91,724	69,088	22,636	108,780	91,785	16,995	21,977
Ontario	104,698	75,300	29,398	116,122	100,000	16,122	21,703
Manitoba	14,042	10,931	3,111	15,839	13,497	2,342	2,072
Saskatchewan	9,960	8,074	1,886	11,779	9,943	1,836	1,950
Alberta	16,768	12,368	4,400	18,008	15,077	2,931	3,970
British Columbia	33,133	24,073	9,060	37,317	31,312	6,005	6,710
Total, Canada, January 1962	320,216	237,296	82,920	366,468	311,347	55,121	67,996
Total, Canada, December 1961	357,873	265,868	92,005	331,514	278,999	52,515	114,248
Total, Canada, January 1961	344,237	254,949	89,288	388,252	338,681	49,571	78,412

* In addition, revised claims received numbered 66,623.

† In addition, 64,667 revised claims were disposed of. Of these, 8,056 were special requests not granted and 1,920 were appeals by claimants. There were 17,369 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, JANUARY 31, 1962

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Number of weeks on claim							Percentage Postal	January 31, 1961 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada	698,538	167,126	98,876	214,634	100,673	40,122	23,151	53,956	39.5	846,940
Male	553,422	133,492	81,069	181,846	80,959	26,795	14,827	32,434	42.8	673,931
Female	145,116	33,634	17,807	32,788	19,714	11,327	8,324	21,522	26.7	173,009
Newfoundland	36,264	7,213	7,090	15,520	3,553	1,115	463	1,310	83.0	38,091
Male	34,377	6,802	6,873	15,026	3,333	966	354	1,023	84.5	35,950
Female	1,887	411	217	494	220	149	109	287	56.1	2,141
Prince Edward Island	7,431	1,053	1,183	3,693	1,026	187	81	208	78.9	7,723
Male	6,219	906	1,023	3,167	821	134	50	118	81.3	6,520
Female	1,212	147	160	526	205	53	31	90	66.8	1,203
Nova Scotia	41,071	10,674	6,722	12,314	5,025	1,804	1,249	3,283	54.2	47,348
Male	35,908	9,535	6,033	11,212	4,360	1,392	925	2,451	56.2	41,688
Female	5,163	1,139	689	1,102	665	412	324	832	40.3	5,660
New Brunswick	36,401	7,654	5,236	13,607	5,281	1,725	960	1,938	71.9	42,317
Male	30,287	6,663	4,560	11,829	4,286	1,239	549	1,161	74.2	35,921
Female	6,114	991	676	1,778	995	486	411	777	60.4	6,396
Quebec	200,876	49,024	27,540	62,992	27,262	10,776	6,341	16,941	39.9	261,849
Male	161,092	40,400	22,968	53,950	21,799	7,838	4,166	9,791	42.9	210,266
Female	39,784	8,624	4,572	9,042	5,463	2,938	2,175	6,970	27.6	51,583
Ontario	202,609	51,716	28,423	56,021	28,937	12,242	7,313	17,957	24.4	253,747
Male	150,297	38,477	21,772	44,681	22,107	8,302	4,455	10,503	25.8	188,848
Female	52,312	13,239	6,651	11,340	6,830	3,940	2,858	7,454	20.5	64,899
Manitoba	35,322	7,586	4,567	11,376	6,055	2,288	1,149	2,301	33.9	36,519
Male	28,138	5,800	3,653	9,527	4,997	1,754	829	1,578	38.1	29,150
Female	7,184	1,786	914	1,849	1,058	534	320	723	17.3	7,369
Saskatchewan	25,952	4,937	3,412	8,433	5,152	1,812	809	1,397	51.7	27,286
Male	20,798	3,804	2,622	7,221	4,446	1,392	515	798	56.4	22,377
Female	5,154	1,133	790	1,212	706	420	294	599	32.8	4,909
Alberta	37,393	9,370	5,010	10,178	6,451	2,736	1,370	2,278	32.9	42,305
Male	29,728	7,511	3,996	8,767	5,491	1,974	759	1,236	34.9	34,127
Female	7,665	1,859	1,020	1,411	960	762	611	1,042	24.9	8,178
British Columbia	75,219	17,899	9,693	20,500	11,931	5,437	3,416	6,343	32.0	89,755
Male	56,578	13,594	7,575	16,466	9,319	3,804	2,225	3,595	34.5	69,084
Female	18,641	4,305	2,118	4,034	2,612	1,633	1,191	2,748	24.2	20,671

TABLE E-4—BENEFIT PAYMENTS BY PROVINCE, JANUARY, 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	109,216	2,587,038
Prince Edward Island	26,250	567,999
Nova Scotia	128,590	2,924,795
New Brunswick	119,159	2,620,779
Quebec	670,509	16,456,559
Ontario	690,559	16,994,426
Manitoba	117,262	2,973,175
Saskatchewan	93,997	2,355,521
Alberta	125,060	3,180,879
British Columbia	271,946	7,138,137
Total, Canada, January 1962	2,352,548	57,799,308
Total, Canada, December 1961	1,216,603	29,447,393
Total, Canada, January 1961	2,824,373	67,660,186

* "Weeks paid" represent the total of complete and partial weeks of benefit paid during the month.

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—March	129.1	124.0	133.2	111.8	141.0	154.4	146.6	115.7
April	129.1	123.9	133.2	111.9	141.0	155.3	145.5	115.8
May	129.0	123.2	132.9	112.4	141.8	155.3	146.0	115.8
June	129.0	123.5	132.9	112.5	141.2	155.0	145.8	115.8
July	129.0	124.9	132.9	112.2	138.7	155.1	145.0	115.8
August	129.1	125.3	132.9	112.1	139.0	154.6	145.4	116.1
September	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3
October	129.2	123.3	133.6	113.6	140.0	155.3	146.2	117.3
November	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3
December	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—January	129.7	124.8	134.0	111.6	140.6	156.8	146.6	117.3
February	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2
March	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF FEBRUARY 1962

(1949=100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	February 1961	January 1962	February 1962					
[1]St. John's, Nfld.	116.2	116.4	116.6	110.6	115.3	110.3	112.2	132.8
Halifax	128.0	129.3	129.6	121.4	137.6	121.9	131.2	140.7
Saint John	129.8	130.5	130.7	124.1	142.0	121.0	124.8	144.5
Montreal	129.4	130.2	130.1	130.2	146.8	104.6	120.2	140.7
Ottawa	129.4	130.9	131.0	124.0	149.8	115.8	123.4	142.8
Toronto	131.0	131.6	131.7	123.5	152.1	116.0	125.6	141.1
Winnipeg	126.9	128.7[1]	128.1	125.1	137.0	116.7	120.3	138.3
Saskatoon-Regina	124.5	126.5	126.7	122.0	124.3	125.3	128.6	132.8
Edmonton-Calgary	124.7	125.7	125.1	118.7	125.5	119.5	128.1	134.2
Vancouver	129.9	130.1	129.6	124.1	136.8	115.2	135.4	137.1

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[1] St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 114, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1957-1962

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1957	242	249	91,409	1,634,880	0.14
1958	253	262	112,397	2,872,340	0.24
1959	203	218	100,127	2,286,900	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1961: February	10	20	1,590	19,630	0.02
March	20	31	4,328	40,440	0.04
April	20	32	6,437	67,880	0.07
May	35	50	12,182	106,320	0.10
June	22	39	12,404	127,790	0.12
July	28	41	8,806	94,680	0.09
August	32	47	8,347	64,660	0.06
September	32	53	10,647	105,080	0.10
October	30	56	40,400	416,660	0.38
November	24	49	11,059	122,100	0.11
December	13	40	22,000	140,890	0.13
*1962: January	20	40	9,174	85,420	0.08
February	15	44	10,855	72,070	0.07

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, FEBRUARY 1962, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry			
Mines	2	620	10,020
Manufacturing	21	8,774	44,790
Construction	10	551	2,670
Transpn. & utilities	3	148	1,590
Trade	5	300	3,790
Finance			
Service	3	462	9,210
Public administration			
All industries	44	10,855	72,070

TABLE G-3—STRIKES AND LOCKOUTS, FEBRUARY 1962, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	2	199	1,050
Prince Edward Island			
Nova Scotia	1	25	90
New Brunswick			
Quebec	4	1,126	15,280
Ontario	27	8,953	48,950
Manitoba	1	110	1,320
Saskatchewan			
Alberta	2	226	1,140
British Columbia	7	216	4,240
Federal			
All jurisdictions	44	10,855	72,070

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY 1962

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			February	Accumulated		
MINES						
Metal						
Opemiska Copper Mines, Chapais, Que.	Mining Employees' Federation (CNTU)	450 (112)	9,000	41,400	Oct. 20	Job classification, sickness and accident insurance, seniority, union security~
Non-Metal						
Newfoundland Fluorspar, St. Lawrence, Nfld.	St. Lawrence Workers' Protective Union (Ind.)	170 (15)	1,020	1,450	Jan. 29 Feb. 9	Objection to shift boss~ Return of workers pending arbitration board hearings.
MANUFACTURING						
Rubber						
General Tire and Rubber, Welland, Ont.	Rubber Workers Loc. 455 (AFL-CIO/CLC)	100	150	150	Feb. 1 Feb. 2	Suspension of worker for failure to carry out work assignment~Return of workers pending grievance procedure.
Goodyear Tire and Rubber, New Toronto, Ont.	Rubber Workers Loc. 232 (AFL-CIO/CLC)	200	200	200	Feb. 28	Piece work procedures~
Textiles						
Brinton-Peterboro Carpet, Peterborough, Ont.	Textile Workers' Union Loc. 822 (AFL-CIO/CLC)	175	260	260	Feb. 27 Feb. 28	Wages~Return of workers pending further negotiations.
Clothing						
Taran Furs, Montreal, Que.	Butcher Workmen Loc. 400 (AFL-CIO/CLC)	145	1,310	2,730	Jan. 9 Feb. 14	Wages~$5. to $8. a wk. increase.
Morwill Clothing, Joliette, Que.	Unorganized	161	160	160	Feb. 12 Feb. 13	Wages~Return of workers.
Furniture and Fixtures						
Canadian Office and School Furniture, Preston, Ont.	Carpenters Loc. 3189 (AFL-CIO/CLC)	109	2,130	14,500	Sep. 8	Union security~
Primary Metals						
R. D. Werner Co., Oshawa, Ont.	Steelworkers Loc. 2784 (AFL-CIO/CLC)	179	2,060	7,790	Dec. 15 Feb. 16	Wages, pension plan~4¢ an hr. retroactive to June 1, 1961: a further 5¢ an hr. eff. June 1, 1962: 6¢ an hr. to pension plan.
Metal Fabricating						
Dominion Steel & Coal, Etobicoke, Ont.	Steelworkers Loc. 5629 (AFL-CIO/CLC)	296	300	300	Feb. 19 Feb. 19	Seniority in lay-offs, interpretation of hours of work clause in agreement~Settlement terms not reported.
Machinery						
Massey-Ferguson, Brantford, Toronto and Woodstock, Ont.	Auto Workers Locs. 439, 458, 636 (AFL-CIO/CLC)	3,384	3,380	3,380	Feb. 2 Feb. 5	Wages, pension, SUB plan~ Day workers and skilled trades received 6¢ an hr. increase retroactive to Dec. 15, 1961, plus 6¢ an hr. eff. Dec. 1962 and Dec. 1963: improved pension benefits and SUB.
Transportation Equipment						
Chrysler Corporation, Windsor, Ont.	Auto Workers Loc. 444 (AFL-CIO/CLC)	3,000	21,000	21,000	Feb. 19	Wages, fringe benefits~
Miscellaneous Manufacturing						
Reliable Fur Dressers & Dyers, Shiner Fur Dyeing, Toronto, Ont.	Butcher Workmen Loc. 85 (AFL-CIO/CLC)	200	2,600	5,800	Jan. 10 Feb. 20	Wages, fringe benefits in national agreement~43¢ over a 3-yr. national agreement for hourly paid workers plus 11% for piece workers; $25. retroactive pay, improved fringe benefits.
Fur Trade Ass'n of Canada (Quebec). Montreal, Que.	Butcher Workmen Loc. 54 (AFL-CIO/CLC)	370	4,810	10,730	Jan. 10 Feb. 20	Wages, fringe benefits, in national agreement~43¢ over a 3-yr. national agreement for hourly paid workers plus 11% for piece workers; $25. retroactive pay, improved fringe benefits.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY 1962

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			February	Accumulated		
John & Son, Trans Canada Fur Dressers & Dyers, Winnipeg, Man.	Butcher Workmen Loc. 175F (AFL-CIO/CLC)	110	1,320	3,080	Jan. 10 Feb. 19	Wages, fringe benefits in national agreement~43¢ over 3-yr. national agreement for hourly paid workers plus 11% for piece workers; $25. retroactive pay, improved fringe benefits.
CONSTRUCTION						
Ontario lathing contractors, Toronto, Ont.	Lathers Loc. 97 (AFL-CIO/CLC)	100	600	6,600	Nov. 7 Feb. 9	Wages~Wage increase 20¢ an hr. a further 15¢ May 1, 1962, 10¢ Mar. 1, 1963, 5¢ June 1, 1963, 10¢ Nov. 1, 1963.
Brown & Root, Windfall, Alta.	Plumbers Loc. 488 (AFL-CIO/CLC)	170	1,110	3,750	Jan. 10 Feb. 9	Wages~10¢ an hr. immediately, a further 10¢ an hr. increase Oct. 1, 1962.
TRANSPN. & UTILITIES						
Power, Gas and Water						
Public Utilities Commission, Scarborough, Ont.	I.B.E.W. Loc. 636 (AFL-CIO/CLC)	100 (82)	1,150	1,150	Feb. 2 Feb. 17	Wages~6¢ an hr. increase retroactive to Apr. 1, 1961, a further 3¢ an hr. when contract ratified.
TRADE						
Drug Trading, Toronto, Ont.	Mine Workers Dist. 50 (Ind.)	201	1,810	1,810	Feb. 14 Feb. 27	Wages, closed shop~Return of workers.
SERVICE INDUSTRIES						
Personal Services						
Royal York Hotel, Toronto, Ont.	Hotel Employees Loc. 299 (AFL-CIO/CLC)	445	8,900	166,370	Apr. 24	Wages~

Figures in parentheses indicate the number of workers indirectly affected.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA DURING THE FOURTH QUARTER OF 1961 BY GROUPS OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking against or stepping on objects	....	....	....	....	....	....	....	....	....	....	....	....	....
Struck by:													
(a) Tools, machinery, cranes, etc.	....	2	....	....	1	3	....	1	1	....	....	....	8
(b) Moving vehicles	....	....	....	1	1	2	1	3	1	....	....	....	9
(c) Other objects	1	16	....	6	8	7	2	....	2	....	5	....	47
Caught in, on or between machinery, vehicles, etc.	7	4	....	3	3	9	....	8	1	....	1	....	36
Collisions, derailments, wrecks, etc.	5	4	1	4	4	10	....	10	2	....	6	....	46
Falls and slips:													
(a) On same level	....	....	....	....	....	....	....	....	....	....	....	....	....
(b) To different levels	2	1	4	3	8	14	1	8	2	....	2	....	45
Conflagrations, temperature extremes and explosions	3	....	....	....	4	2	1	2	1	....	....	....	13
Inhalation, absorptions, asphyxiation and industrial diseases	....	....	....	3	3	1	....	2	....	....	1	....	10
Electric current	....	....	....	....	....	1	4	1	....	....	....	....	6
Over-exertion	....	....	....	2	2	2	....	2	2	....	2	....	12
Miscellaneous accidents	....	....	....	....	1	....	....	....	....	....	2	....	3
Total, fourth quarter 1961	18	27	5	22	35	51	9	37	12	....	19	....	235
Total, fourth quarter 1960	10	27	5	45	43	50	7	23	12	1	25	....	248

TABLE H-2—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FOURTH QUARTER OF 1961

Industries	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture	.....	.....	1	.....	.....	12	2	1	.....	2	.....	18
Logging	.....	.....	.....	1	1	9	1	.....	1	14	.....	27
Fishing and Trapping	.....	.....	.....	.....	.....	.....	.....	.....	.....	5	.....	5
Mining and Quarrying	.....	.....	3	.....	2	6	1	.....	4	6	.....	22
Manufacturing	.....	.....	2	1	5	11	1	1	4	10	.....	35
Construction	3	.....	2	1	8	15	1	5	11	5	.....	51
Public Utilities	.....	.....	.....	.....	1	2	1	1	1	3	.....	9
Transportation, Storage and Communications	1	.....	4	1	2	11	3	4	4	7	.....	37
Trade	.....	.....	.....	.....	.....	6	.....	.....	5	1	.....	12
Finance	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Service	.....	.....	.....	.....	2	9	2	1	1	4	.....	19
Unclassified	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	4	.....	12	4	21	81	12	13	31	57	.....	235*

* Of this total 188 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 47 were obtained from other non-official sources.